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Anti-Union Legislation In B.C.

Government Launches Attack On Basic Faculty Rights

by I. Cinman

A general assault on certification and union status, abandoned by governments as counterproductive in their dealings with organized labour and professional employees, is back in vogue in British Columbia.

Spearheading the attack aimed squarely at university and community college faculty and librarians is B.C. Minister of Education, Patrick McGeer, who last month introduced an amendment to the Universities Act (Bill 91) which removes the right of university faculty and professional librarians to apply for trade union certification.

Earlier this year, the minister introduced another piece of legislation, Bill 68, which decertified the faculty union at the University of Notre Dame of Nelson and denied union members "successor rights" at the new David Thompson University Centre, which had been set up by the government in place of the privately-run Notre Dame University.

The third blow was aimed at the province's community college teachers. The great majority of community college faculty are certified, but the new legislation stipulates that votes be held on all campuses to determine whether faculty members wish to remain certified under the trade union act or whether they prefer to belong to a professional association instead.

In addition, the B.C. government delivered a blow against the province's unorganized labour, when it introduced a series of amendments to the Labour Act, which increased to 45 per cent from 35 per cent the support necessary for a union to apply for a representation vote among unorganized work force; removed a union's access to names, addresses and telephone numbers of unorganized employees; and increased the ability of an employer to communicate with workers during a union organizing drive.

The Confederation of University Faculty Associations of British Columbia (CUFABC) launched a campaign against Bill 91, charging that the legislation denies university faculty the right to choose whether they wish to bargain collectively or not; that the actions of the government constitute an intrusion on university autonomy; that the government introduced the legislation without prior consultation

with faculty associations; and that the Bill violates International Labour Organization Conventions 87 and 98. CUFABC, representing faculty associations at the University of British Columbia, Simon Fraser University and the University of Victoria, also objected to the speed with which the legislation was scheduled for passage. (Introduced in the House September 6, it received second reading September 14 and was slated for third reading approximately one week later.)

Charging that government legislation totally ignores the fact that faculty and professional collective bargaining exists in many parts of Canada, CUFABC and the Canadian Association of University Teachers said that efforts will be made to approach the International Labour Organization concerning the violation of the ILO conventions.

CUFABC took this stand even though the associations at UBC, Simon Fraser and Victoria are not certified.

CUFABC and CAUT position was bolstered by support received from faculty associations and provincial faculty federations across Canada, who wrote letters to the minister protesting the introduction of the amendments.

In an effort to head off second reading, CUFABC secured a meeting with Mr. McGeer on September 14. The delegation, composed of CUFABC President Prof. Lary Thomas; Prof. Marilyn Gates (President, SFUFA); Prof. Bruce Nesbitt (Vice-president, SFUFA); Prof. Richard Roydhouse, (President, UBCFA); Prof. Tony Burke (President, UVicFA) and Prof. Trevor Williams, (Vice-president, UVicFA) called on the minister to withdraw the legislation. Mr. McGeer refused to do this and the bill was sent for second reading later on the day of the meeting. There was no CAUT delegate at the meeting — the Minister having declined to meet with the Association.

The Minister stated that he was merely providing a legal basis for the status chosen by most British Columbia faculty and that if any faculty association wished to bargain collectively they could petition him for a change in the legal situation. But the minister had also indicated that if faculty members chose to follow that route, he would introduce changes in the Universities Act.

Faculty representatives met with Eileen Dailly, education minister in the former NDP government, who said that a New Democratic government will repeal the legislation.

Dennis Cocke, NDP education critic in the legislature, indicated that the NDP was totally opposed to section 38 of the Bill (the Section reads: "the Labour Code of British Columbia does not apply to the relationship of employer and employee between a university and its faculty members"). In addition, Liberal MLA Gordon Gibson and Conservative Scott Wallace both spoke and voted against the Bill.

In the House, Mrs. Dailly said that it is "absolutely incredible" that in 1977 the government should be introducing such reactionary legislation. "McGeer is suggesting we should go back to make things better," she said.

Outside the former Notre Dame University of Nelson faculty association there are no faculty associations certified under the B.C. Labour Relations Code, so government action is viewed by some as an attempt to prevent possible future university faculty unionization, particularly at the University of Victoria where the association had conducted a private vote last year concerning formal certification. But even that is not the point. The principle involved, say CUFABC and university faculty associations, is government legislating away basic human rights, open to virtually everyone else — the right to free association and the right to organize.

Joining the battle over the amendments, B.C. Minister of Labour Alan Williams argued in the Legislature that trade unions could endanger academic freedom, which may come under collective control of a trade union.

But Clayton Perry, professional officer for the UBC faculty association, said "there is no conflict between academic excellence and freedom and the protection of one's fiscal interests. If a government can provide a way for faculty members to survive in the economic jungle without resorting to self-protection, fine. But now they need collective agreements."

Some sources say that another cause for anti-faculty union legislation may be that the government will attempt to slash university budgets in the near future and it will find it easier to do so

unencumbered by the prospect of having unionized faculty marshal forces against the cuts. The move may have a serious drawback for the government however, since the legislation, in a way, has been instrumental in bringing university administrators into the fight, on the side of the faculty.

Simon Fraser University President Dr. Pauline Jewett, even though personally opposed to collective bargaining at Simon Fraser, joined the attack on the Bill, calling the amendments a direct threat to the autonomy of universities that must be withdrawn.

"This amendment is the sort of intervention in university affairs I deplore," said Dr. Jewett. "It is one thing for universities to sort out their own internal affairs and quite another for government to legislate action governing the internal affairs of universities."

"I am also angry that there has been no consultation with university presidents or the faculty associations of the three public universities.

"Furthermore, the Minister of Education assured us earlier that in opening up the Universities Act there would be only minor technical amendments.

"This amendment can not be dismissed as being minor. I regard such government interference as a direct threat to university autonomy and ask that it be withdrawn."

Prof. Gordon Jones, CAUT President, said in a prepared statement that Bill 91 represents a disreputable piece of legislation. He said that the legislation singles out a particular professional group and deprives members of that group of freedom of choice.

"Governments may have legitimate concerns about the nature and/or cost of public sector and quasi-public sector bargaining; but draconian legislature will serve only to intensify conflicts rather than providing possible means of resolving them."

Prof. Jones objected to the speed with which the legislation was pushed through, calling the tactics adopted by the minister as distinctly unorthodox.

He said that some observers see the entry of professional groups into the field of collective bargaining as a moderating force, but that locking professional groups out of the public sector bargaining will only contribute to further polarization.

Why Fund A University?

by Nora Losey

Fifteen years ago everyone predicted continued expansion of the university student population all across Canada. In those days research grants seemed adequate, and improvement was just around the corner. However, now student numbers are levelling off, and research funds have shrunk. Governments seem to be overreacting to the lack of the expected high student numbers. In many parts of the country the funding of universities is inadequate to meet the present number of students and the present level of research activity. For example, some first year classes will no longer have labs, and research grants are cut back or not renewed.

This state of affairs has caused us as university professors to visit provincial and national capitals, an unusual experience for most of us. We appear before the politicians as delegations representing particular issues. One group may be lobbying for a new building to replace an unquestionably dilapidated structure. Another group may explain that valuable research is lost through underfunding. A third group may be discussing the necessity of cost-of-living adjustments for our retired colleagues. In answer to these specific requests for funds, the politicians inevitably remind us of the other needs of society. The discussion too easily degenerates into a comparison of the relative value to society

of alternative expenditures of the tax dollar; for example, highways versus literary criticism, or basic research in medical science versus the need for medical centres in the North.

We have fallen into the trap of ignoring a major argument in the defense of funding higher education by feeling we have to defend specific requests. Perhaps the role of education in society is so clear to us that we forget that it needs to be stated again and again. Politicians are very much aware of the public that elects them. Surely we can argue that there is a role for the university in the development of a wise electorate. This idea is no more foreign to members of parliament than it is to educators. However, it may be worth showing our elected representatives that, as university professors, our requests for funds are not just based on the needs of a

research bureaucracy that requires buildings, research funds and staff salaries. There is a more basic issue at stake.

Our system of government, based on elected representatives, depends on the existence of a critical electorate that is willing and able to come to terms with the issues of the day. Representative government is under attack in many parts of the world today. Democracy as we know it requires freedom to discuss political issues publicly. A glance at world history leads one to suspect that such democracy is rare. If careful attention is not paid to its foundations it becomes unstable. Politicians, of all people, are best able to understand the frailty of political structure. An educated populace may not choose freedom of speech and representative

Cont'd on next page

Letters Lettres

"Positive discrimination" sometimes needed

Sir,

Some of the wording in our advertisement which appeared in CAUT Bulletin, Vol. 23, #3, is open to question.

Our intention was to indicate that, of candidates of equal or comparable qualifications, preference would go to a Native. That intention rode on the assumption that Natives possess greater cultural sensitivity relative to Native cultural realities than do non-Natives. We have tended to view that perspective as self-evident.

Also, we are of the opinion that "positive discrimination" is sometimes needed. The "equal opportunity" principle, currently in vogue, in and of itself does not assure the conditions needed by many Natives to succeed in whatever area of learning at all levels of institutional education.

The bedrock justification for the Native Studies program here at Trent is to express to this academic com-

munity, and through it to society at large, Native viewpoints.

This Department, in contrast with some Native Studies programs at other universities, opted for a racial mix of faculty. In response to the several advertisements published by the CAUT Bulletin, applications were received from both Natives and non-Natives. The three available positions ultimately were filled by two Indians and one non-Indian from Quebec.

Several provinces in Canada grant exemptions from clauses of their respective Human Rights laws. We were recently informed that such exemption is possible in this province. In the future we shall indicate exemption numbers on our advertisements.

The above letter constitutes the corporate views of the faculty of this Department.

Joseph E. Couture
*Chairman,
Department of Native Studies,
Trent University*

CORRECTION

Due to a typographical error, the volume number of the September 1977 CAUT Bulletin was incorrect as it appeared on the front page of the magazine. The number should have read Volume 25, No. 4, not Volume 26, No. 4.

CAUT Bulletin ACPU

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The publisher reserves the right to make the necessary changes in advertising copy if it is deemed to contravene various provincial human rights codes which prohibit discrimination on the grounds of age, sex, marital status, race, creed, colour, nationality or place of origin.

Advertisements which state a final date for submission of applications for a post that is less than thirty (30) days after the date of publication cannot be accepted.

B.C. Bill 91 — disreputable piece of legislation

I am firmly committed to a pluralistic vision of CAUT: that it is the responsibility of the national organization to provide technical expertise and services equally to both certified and non-certified local associations. CAUT is not pushing anyone into or out of certification: advice and services are equally available for either mode of operation for local faculty associations. Freedom of choice is fundamental to what CAUT represents.

For this reason I object strenuously, as I hope all members of CAUT will, to legislation which singles out a particular professional group and deprives the members of that group of freedom of choice in the manner in which they regulate their relations with their employers. British Columbia's Bill 91 contains a provision that "The Labour Code of British Columbia does not apply to the relationship of employer and employee between a university and its faculty members". The principle of the bill is objectionable. I would find equally objectionable legislation which required all faculty associations to bargain under the provisions of the labour code.

Governments may have legitimate concerns about the nature and/or cost of public sector and quasi-public sector bargaining; but draconian legislation will serve only to intensify conflicts rather than providing possible means of resolving them. Some observers of current tensions in the field of collective bargaining have been looking to the entry of professional groups as a moderating force, and as providing a prospect of new models for solving traditional problems. Locking professional groups out of public-sector bargaining is calculated to contribute to further polarisation.

Many faculty in British Columbia and elsewhere in Canada have no desire to formalise the relations between faculty associations and Boards of Governors, preferring to remain outside the provincial labour codes. But all will surely be angered at being deprived of the option, the mere availability of which went some way towards ensuring that Boards of Governors would be more amenable to bargaining and negotiating in good faith.

A further principle at stake in the passage of Bill 91 is the heavy-handed intrusion which it constitutes into the traditional autonomy of the university, a point strongly voiced by the President of Simon Fraser, Pauline

Jewett, in her public objections to this piece of legislation. Not only was the intrusion made without warning, it was made without even a token measure of prior consultation. The legislation makes a substantive change in the Universities Act of British Columbia. Neither British Columbia faculty associations nor the presidents of the universities were consulted.

The parliamentary tactics adopted by the government have also been distinctly unorthodox. The provision is en route to enactment with unseemly haste: introduced on September 6, second reading September 14. This does not impress one as being the surest way of providing sound legislation. More-over, the provision was introduced in an omnibus bill, a type of bill used to present housekeeping amendments, entitled "Miscellaneous Statutes Amendment Act", and addressing itself to such matters as changing the name of the Capital Improvement District Commission to the Provincial Capital Commission; providing for the taxation of tobacco in grams, where so packaged; and providing miscellaneous amendments to the Gasoline Tax Act, the Hotel and Motel Room Tax Act, the Mobile Home Act, and the like.

In response to telegrams of protest from CUFABC, from the individual B.C. faculty associations, and from local and provincial associations throughout Canada, the Minister of Education, Dr. McGeer, eventually agreed to meet a delegation a few hours before the second reading of the bill. The delegation was composed of the presidents of CUFABC and UBCFA, and presidents and vice-presidents of SFUFA and UVFA. The Minister specifically declined to meet with a representative of CAUT, presumably in order to imply his view that the matter is a minor domestic issue of no national consequence.

The contemptuous attitude of the Minister towards the academic community may be inferred from his arguments that the legislation simply acknowledges the status quo in British Columbia, and that if any B.C. faculty association were in future to vote in favour of (illegal) certification, then enabling legislation might be considered at that time.

So what problem was this disreputable piece of legislation intended to solve?

Gordon Jones
President, CAUT

Amnesty International



Set them free

by Jean Sonnenfeld

Prisoners Of Conscience, Famous And Forgotten

The prisoner was forced to remain in a sitting position, chained in his dark cell to a bench, unable to lie down or walk about for four years.

In the late 1970's the incarceration of political prisoners has become an increasingly sensitive factor in world politics. The year 1977 has been declared "Prisoners of Conscience Year" by the world's largest human rights organization, Amnesty International, which estimates that the total number of individuals currently being held in prison for their beliefs runs into the hundreds of thousands.

The prisoner forced to sit in chains unable to move might be found in any number of countries today — similar cases have been reported in Indonesia, Paraguay and the Soviet Union.

In fact, the prisoner who is supposed to have been subjected to this treatment lived in 14th century Italy. He was Dante Alighieri, author of *The Divine Comedy*.

The Italian poet, attacked and forced into exile in his own lifetime, is only one of an astonishing number of men and women now seen as outstanding figures in the development of world culture and history who suffered similar ordeals. Their experience differs as widely as the individuals themselves, ranging from years of persecution and agonizing death to a single night in a Concord jail. Yet each, as much as contemporary prisoners of conscience, in some way epitomizes a fundamental conflict between the individual and authority.

Despite superficial formalities, it is difficult to tell in each case whether that authority was purely political, religious or social whether it was exercised systematically or arbitrarily or even whether power was wielded by the whole community, by a small clique or by a single tyrant. Perhaps trying to assign responsibility for the death of Aesop, Socrates, Christ, Bad-ed-din or Thomas More is to question the very nature of human society.

While Amnesty International may not be able to change human nature at its root, it has been trying since 1962 to change the behaviour of governments that incarcerate prisoners of conscience. It has brought the spotlight of publicity to focus on more than 5,000 campaigns to free named prisoners of conscience. But these 5,000 are less than a hundredth of the total number of prisoners of conscience. The vast mass remain forgotten.

Moreover, despite the work of Amnesty International and other human rights groups, the total number of prisoners of conscience in the world remains constant. If many have been released in Spain and Portugal, many others have been arrested in the Spanish - and Portuguese - speaking countries of Latin America. The exact number of prisoners of conscience in China and the Soviet Union is still unknown, but a well-founded estimate can be given.

It took a war and six million victims to rescue the last living skeletons from Hitler's concentration camps. It does not require a war any more. But it does require the same united effort. If you are willing to help, write to Amnesty International Canada, 2101 Algonquin Avenue, P.O. Box 6033, Ottawa, Ontario K2A 1T1.

Amnesty International news items of particular interest to the academic community appear regularly in the CAUT Bulletin. The space is made available to Amnesty International by the CAUT as an indication of the support the CAUT extends to AI and its aims. Support of particular cases is a matter of individual conscience on the part of CAUT members.

WHY...from p.2

government, but an uneducated one might accept erosion of these rights inadvertently.

Education for democracy is not as simple as teaching all ten-year-old children the virtues of the present system of government. It is much more subtle than that. Indeed, the political structures of Canada may change in the next decade. The problems of a large diverse country are difficult to formulate, and harder still to express in the form of election issues. Hence, one of the aims of the educational system is for each young person to gain some facility in learning and evaluating new ideas. To the universities come twenty per cent of each age group, including the future teachers of the next generation. It is important that these people learn to handle ideas. For this purpose it matters not whether the student is enrolled in Mathematics or English literature. It matters that the student learns to come to terms with concepts and ideas.

The politicians understand better than do many teachers that universal education exists not just to enrich the

lives of individual citizens, but also as a necessary basis for a system of representative government. They realize they must fund universities not just to ensure technological competence, but to keep alive a tradition of open enquiry. Thus, as university professors in discussion with government leaders, we should stress that our claim to adequate funding is based primarily on the need to guarantee a strong, functioning society.

Professor Losey teaches mathematics at the University of Manitoba. Currently she is on sabbatical at the Mathematics Institute, University of Warwick.

Women and Work

Poll and Inventory on Research Topic "Women and Work". One of the aims of the CRIAW is to co-ordinate and facilitate research into women's

Western Report

by Ron Lowe (CAUT Edmonton)

Brandon Faculty Seeks Certification

Following the unsuccessful appeal of a Manitoba Labour Relations Board decision that the Brandon University Faculty Association (BUFA) did not have union status, BUFA has decided to seek certification under Manitoba's Labour Relations Act. A membership sign-up campaign has been initiated.

Negotiations Stalemated

Negotiations on a third collective agreement at the University of Manitoba have stalled over faculty salaries. Thus far, university negotiators have declined to arbitrate a settlement. Arbitration was necessary to determine salaries in 1976-77.

RECENT COURT DECISIONS

Certification Order Challenged.

Last August, the University of Saskatchewan filed an application in the Court of Appeal challenging the Certification Order of the University of Saskatchewan Faculty Association. The University alleged that the Labour Relations Board had exceeded its statutory jurisdiction by including department heads within the bargaining unit. It was alleged that the University of Saskatchewan Act precluded department heads from inclusion in the bargaining unit. However, the Court of Appeal dismissed the University's application ruling that the Labour Relations Board had not exceeded its powers. A similar application on behalf of clinicians was also dismissed.

Arbitration Award Upheld

A final disposition of the 1977-78 arbitration award for the University of Calgary and the University of Calgary Faculty Association (TUCFA) has been made by the Alberta Supreme Court. The award had been challenged by TUCFA on the grounds that the Arbitration Board had acted improperly, exceeding and not fulfilling its terms of reference. There was also some doubt as to whether the Board legally existed at the time the award was made. With the exception of one concession regarding salary ceilings for full professors, the Court upheld the arbitration award in its entirety.

New Legislation and "Housekeeping"

In what has been termed a "housekeeping" amendment by B.C.'s Minister of Education, the Universities' Act was amended to prevent access to the B.C. Labour Code by university faculty. The amendment, contained in Bill 91, denies faculty the right to exercise collective bargaining rights guaranteed by the Code, i.e., faculty will not be able to seek union status. The Minister of Labour, Allan Williams, indicated the change was necessary because a decision to unionize would affect both university management and administrations who are restricted in their actions by the Labour Code. Bill 91 follows a similar move in Alberta (Bill 41) which recently amended its Universities' Act to prevent faculty from seeking union status. In relation to Bill 41, the following motion has been adopted by the Law Faculty, University of Alberta:

"The members of the Faculty of Law at the University of Calgary deplore Bill 41, the Public Service Employee Relations Act, in that it unjustifiably denies academic staff the right to choose whether or not to regulate matters affecting them by collective bargaining under the Alberta Labour Act, thereby violating Convention No. 98, Article 4 of the International Labour Organization, and abrogating a fundamental civil liberty enjoyed by academic staff in all other Canadian provinces. Accordingly the faculty members of the Law School strongly urge that academic staff immediately be placed under the jurisdiction of the Alberta Labour Act.

Further, the members of the Faculty of Law support TUCFA in taking all measures to immediately ensure that faculty are placed under the Alberta Labour Act."

The B.C. government has also introduced Bill 82, the Colleges and Provincial Institutes Act, which has been called "anti-education" and "anti-union" by faculty in the province's colleges and institutes. Bill 81 requires faculty at the province's community colleges and Institute of Technology to vote on whether they wish to continue their union status under the B.C. Labour Code. The Minister of Education has suggested the vote was necessary to allow faculty to decide whether they wish to become "trade unionists or professionals." Prior to passing Bill 82, thirteen of fourteen community colleges has already chosen union status. In addition, the legislation reorganizes the college system, placing it under the control of three provincial councils. The reorganization has been criticized for removing community control over the colleges.

New Policy Statement Adopted

The Board of Governors at the University of B.C. has adopted a new policy on outside professional activities. The policy statement recognizes the desirability of faculty engaging in outside activities and the contribution it makes to teaching and research effectiveness. However, it will be necessary to inform department heads or directors of all activities of this nature and whether university facilities are to be utilized. In cases where time commitments are more extensive, approval of the department head or director must be obtained.

experience in Canada. The major research area of initial interest to the CRIAW is "women and work" interpreted very broadly to include economic, social, psychological and physical aspects of everything from volunteer work to housework and paid work. The task the Institute has set itself is to poll all groups deemed to have an interest in the area and to publish an inventory of research

already underway on aspect of the theme. Could you therefore: 1) indicate the areas your group would like to have investigated within the theme "women and work". 2) provide names of people, groups or organizations already working on aspects of the theme "women and work". 3) send information to: Susan Trofimenkoff, Suite 415, 151 Slater Street, Ottawa, K1P 5H3.

Even before Argentina's military government announced sweeping university changes last year, there had been signs that trouble was afoot. Alberto Constantini, a professor of long-standing and a man of liberal views, was appointed rector of Buenos Aires University, the top academic post in the country. But he made it plain that his acceptance of the job was conditional on respect for university autonomy on an end to "witch-hunting" against leftists, and on continued support for research.

His conditions were widely acclaimed in the Argentine press. In a climate of intolerance and repression, it was as if an Argentine voice of moderation was being heard for the first time since the March 1976 military takeover. But relief was premature.

In only 37 days Constantini had resigned. He explained: "As soon as I took up the post, conditions changed. The Minister of Education issued a document (called the National System of Superior Education) according to which he is going to reduce the faculties and give us orders; all of this was to have been carried out in complete silence, against my conscience. I agreed to be a teacher but I refuse to be a gaoler."

Shortly after, seven of the nine faculty heads of the university also resigned, highlighting the way in which university autonomy is an issue in a country where, more than in other Latin American republics, the successes and failures, declines and improvements in academic standards have been directly related to the degree of outside interference.

I agreed to teach but not to be a gaoler

This statement was made by a vice-chancellor following changes announced by the Argentinian military government which threaten not only autonomy but the entire university system. Joan Monahan reports.

This interference has traditionally fallen into two camps. On the one hand civilian governments have sought to make the university more democratic, and to use it as a platform for increasing the country's independence, emphasizing scientific and technological investigation.

Argentina's armed forces, however, have sought just the reverse. They have tried to preserve the university for an elite, and have endorsed the country's dependence through higher education by encouraging the influence of foreign private business interests in certain key courses.

Examples of the first group include the Radical Government from 1916-30. Peronist governments under Hector Campora and Juan Domingo Peron, and now Constantini. Within the second group falls the influence of the Catholic Church which is more conservative in Argentina than in any other Latin American country—the military government of General Onganía in 1966. Isabel Peron's government from July 1974 to March 1976, and the pre-

sent military regime.

Of the two, it is the second group that has most tampered with university freedom, and, as a result, done more to contribute to academic decline. However, no tampering in Argentine universities is so comprehensive as that envisaged by Ricardo Bruera, the present Minister of Education.

Starting with the ideas that "law and order" must be established, and that the chief aim of a university is to train people for jobs, Bruera claims that the reorganization will take eight years to complete, and implies strict ideological control over teacher appointments, student admission, course content and bibliographies (for example, philosophy is to start with the Ancient Greek philosophers and to emphasize Thomist philosophy, but Hegel and Marx are omitted). There is also to be a continuation of the ban on all political activities and assemblies on the campus, an end to student participation in determining university policy, rigid limits on the number of

students who may enrol, a reduction in the number of psychology, sociology and anthropology faculties (since these, according to Bruera, are "dangerous" and attract the "youngest people").

Bruera has also demanded a downgrading in the importance of scientific research (even though today 70 per cent of the country's total scientific research takes place in the university), and a drastic reorientation in higher education in favour of mass training in polytechnics operating in close conjunction with private industry.

Thus, in a single document, all the conditions laid down by Constantini have been scrapped along with all the university proposals overwhelmingly voted for in Congress in March, 1974 when Juan Domingo Peron was in power.

Such charges threaten not just academic freedom, but the entire university system as traditionally conceived. Indeed with Bruera's changes it is difficult to see what higher education may amount to in Argentina.

Admittedly, when the military government came to power at the beginning of 1976, Argentina's 25 state universities were in a mess. An acute economic crisis had resulted in almost all these institutions running at a deficit. Facilities were tremendously overstretched, and free and open admission to universities brought overcrowding.

According to official statistics, in 1975 there were 500,000 students in national universities and 50,000 more in private institutions, representing

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one student for every 48 people in the country or 15 times more students than in 1940, a growth which had led to an acute bottleneck.

Brain-drain grows

On the campuses the ratio of students to teachers jumped from the figure of 8:1 to the unmanageable average rate of 300: 1, while after graduation there was a growing disparity between job vacancies and graduate demand.

The most serious problem, however, in terms of a lowering of academic standards was the brain-drain abroad, which had reached dramatic proportions. In the three years up to last October, 60,000 Argentine professionals had left to work in Venezuela alone, of which around half worked directly or indirectly in universities and research.

One reason for this emigration has been low salaries. A university professor dedicated to full time research in Argentina today earns 68 dollars a month, five times less than in Venezuela, Brazil or Mexico.

Another factor is that excessive red tape and limitations on the assignment and employment of expenditures have inhibited research. There has also been a shortage of postgraduate openings. However, outweighing all these reasons has been persistent government interference, and following the new university regulations the brain-drain may be expected to accelerate.

In the past, despite a constant tug-of-war between progressive and conservative forces, Argentine universities had the reputation of being the best in the continent, with the highest academic standards and the longest record of reform.

Both clerical and Peronist influence in Argentine universities have been long-standing. However, neither force interfered in the universities so systematically as to undermine their autonomy. Indeed, following the downfall of Peron in 1955, and right up to 1966, Argentine universities

flourished, and the country's lead in academic standards in Latin America was confirmed.

During this period international organizations such as the Ford Foundation established grants for Argentines, and, as well as European influence, sociology, psychology and anthropology departments modelled on United States universities began to be established.

In complete contrast came the events of 1966 when, following a right-wing military coup d'etat led by General Ongania, Argentina's eight state universities of the time were subjected to their first violent frontal attack.

On July 29 of that year, mounted federal policemen galloped into the faculties of Buenos Aires University, beat students with truncheons, lined them up against the walls and herded several hundred off to prison.

The intervention was justified on the grounds that the universities had become "hordes of communism". But in fact the majority of students in Argentina were not radical at the time; and what the repression seemed to amount to really was a sharp, indiscriminate, anti-cultural assault.

This incident, unprecedented in Argentine universities, had three immediate results. First, an estimated 1,800 professors and teachers, most of them men and women of international repute in the sciences resigned from the universities and found work in the United States, Europe, Chile and Venezuela.

Secondly, there was a brusque reorientation in the subjects that increased the country's dependence. Almost all investigation in basic sciences and technology came to a standstill, and in its place, at a cost of \$64m a year, scientific technology imported from the United States.

Finally there was an immediate radicalization of the student body. Following a continuous ban on Peronism, the most popular political party, and coinciding with an upsurge in new industrial development, Ongania's repression tipped the

balance and swung students firmly to the left of the political spectrum.

With hindsight, Argentines argue that this radicalization was possible because, although repression against students continued after 1966, it was never systematic. Thus by 1968 students had managed to organize themselves on a large scale when the combined discontent of workers and students exploded in Cordoba that year, the incident marked the beginning of organized guerrilla and worker activities against the military government that eventually paved the way for a return to Peronist government in 1973 after 18 years in exile.

At that time, and largely dictated by the previous repression, the universities changed overnight. During the interim government of Hector Campora from May to July, 1973, before Peron's accession, the entrance halls and walls of Buenos Aires University looked as if a cultural revolution had hit them.

Posters of Peronist and Trotskyist guerrilla organizations, previously banned, were plastered everywhere. Graffiti urged a defence of socialism. Professors with connections with the previous military governments of foreign companies were dismissed. And courses were radically changed.

Traditional philosophy courses, for example, were replaced in part by studies of South American politics and Peron's doctrines. In an introductory architecture course, a film-show alternated views of Buenos Aires' new Sheraton Hotel with pictures of the jumbled grey shanty-towns that ring the capital.

Backlash sets in

In economics the bibliography was extended to include not just Samuelson—a text widely used in the United States—but also Karl Marx and John Maynard Keynes.

The effects of this euphoria, understandable after so many years of military dictatorship, were anarchic. Nonetheless, though orientated to the left, there was more political tolerance and freedom during the

Campora Government than ever before in Argentina.

The accent was placed on student participation, on an adaptation of courses to fit Argentine needs, and on freedom of investigation. To consolidate these changes Peron's government later proposed a university reform which pledged to "change a colonial university into a national, popular one".

The reform, however, was never implemented. Long before it was passed in Congress in March, 1974, a backlash had set in.

Starting with the violent shootout at Ezeiza Airport in July, 1973, on the day of Peron's return to the country, increasing numbers of students with left-wing sympathies were arrested by para-police and para-military squads, and this process was accelerated in July, 1974, when Isabel Peron, the late president's widow, took over.

What followed then made Ongania's "night of the long knives" look like child's play. Repression in the universities became wholesale and systematic. Fifteen universities were invaded, and leftist rectors were replaced by government appointees who had few academic qualifications and who spoke openly about their neo-fascist sympathies.

In all 4,000 teachers were sacked from the universities in one year, 1,600 students were imprisoned, and several dozen more teachers and students fled the country on threats of death by the so-called Argentine Anti-Communist Alliance.

By July, 1975, the Argentine university teachers' confederation claimed that Isabel Peron's Minister of Education, Oscar Ivanissevich, had established "a peace of the graveyards" on the campuses. It is against this background, and as a culmination and formalization of the repression that preceded it, that the new university changes have been announced.

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TIMES HIGHER EDUCATION
SUPPLEMENT.

ONTARIO CONFEDERATION OF UNIVERSITY FACULTY ASSOCIATIONS

Executive Associate

Applications are now being sought for the position of Executive Associate with the Ontario Confederation of University Faculty Associations.

The successful applicant will work closely with committee chairmen in assisting with committee functions and with the Executive Vice-Chairman in serving the provincial needs of university faculty members in the province. He or she is probably now an Assistant or Associate Professor at one of Ontario's fifteen provincially-assisted universities, and OCUFA will accommodate an applicant who would like to retain a reduced teaching appointment at his/her university. Applications from those with other than specifically academic backgrounds are not precluded.

The appointment will commence 1 July 1978 with salary and duration of appointment (1-3 years) to be negotiated. Working conditions, remuneration and fringe benefits are generally compatible with those prevailing in the Ontario university system.

Qualifications

A competency in statistics.

Applications including curriculum vitae and the names of three referees could be sent before 1 February 1978 to:

Dr. Pauf V. Cassano
Chairman, Selection Committee
Department of French
Room 1103 Windsor Hall North
University of Windsor
Windsor, Ontario N9B 3P4

ONTARIO CONFEDERATION OF UNIVERSITY FACULTY ASSOCIATIONS

Executive Vice-Chairman

Applications are now being sought for the position of Executive Vice-Chairman with the Ontario Confederation of University Faculty Associations.

The successful applicant will be responsible for carrying out the policy decisions of the Executive; will coordinate OCUFA relations with the Provincial Government; will relate to advisory bodies responsible to Government; will coordinate the committee activities of the organization; will manage delivery of services to the twenty constituent faculty association locals of OCUFA; will manage the office activities of five full-time staff people, including an Executive Associate, an Information Officer, a Research Assistant, a Tax Consultant, and an Executive Assistant. The Executive Vice-Chairman shall be expected to research policy matters and shall be responsible for the preparation of reports, briefs, opinions, policy statements and guidelines. In addition, he / she shall be expected to do some travelling throughout Ontario as the need arises.

Qualifications

1. The successful applicant should have held or should be qualified to hold a senior academic or administrative university appointment; or should have commensurate university administrative experience; or university-related administrative experience.
2. A ph.D. degree or equivalent.
3. A demonstrated ability in writing and in dealing with statistical reports.

Desired Experience

1. Faculty association experience.
 2. Familiarity with the Ontario university system.
- OCUFA will endeavour to accommodate the applicant who wishes to retain a reduced teaching appointment at his / her university. The appointment will commence 1 July 1978 with salary and duration of appointment (1-3 years) to be negotiated. Remuneration and fringe benefits are generally compatible with those prevailing in the Ontario university system. Applications including curriculum vitae and the names of three referees should be sent before 1 February 1978 to:

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UNIVERSITIES UNDER CAUT CENSURE

The following university administrations have been censured by the Council of the Canadian Association of University Teachers:

Université du Québec in Montreal (November 1970)

University of Moncton (May 1976)

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Economic Benefits Committee	Ronald Levesque <i>Chairman</i> CAUT Central Office
Academic Freedom and Tenure Committee	James Foulks <i>Chairman</i> Department of Pharmacology, University of British Columbia
Relations with Government Committee	(<i>Chairman to be appointed</i>)
Committee on Status of Women Academics	Norma Bowen <i>Chairwoman</i> Department of Psychology, Guelph University

UNIVERSITÉS FRAPPÉES DE CENSURE PAR L'ACPU

Le Conseil de l'Association canadienne des professeurs d'université a frappé de censure les administrations des universités suivantes:

Université du Québec à Montréal (Novembre, 1970)

Université de Moncton (Mai, 1976)

CAUT Board of Directors 1977-78

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* Executive Committee

SPECIAL REPORT:

Freedom of Information

"You might put it on a national security grounds basis."

John Dean

From transcripts of White House conversation taped during the consideration of how to justify the break-in at Ellsberg's psychiatrist's office.

Freedom of Information — the real issue is judicial review

by Tom Riley

"A popular government without popular information or the means of acquiring it is but a prologue to a farce or a tragedy, or perhaps both. Knowledge will forever govern ignorance and the people who mean to be their own Governors, must arm themselves with the power which knowledge gives."

James Madison

Secrecy. The withholding of documents. An iron curtain of secrecy clamped firmly against the prying eyes of the public.

No right to information — information collected and compiled on behalf of the public. Obsession with secrecy that can only lead to distrust on the part of the people.

And where is this country that consistently denies its citizens the fundamental right to know on what its government is basing its decisions and why? Right here in Canada, as a matter of fact.

Exaggerated you say? Not really.

At the moment there are no statutes on the books that say the government has to produce information to the public. It releases only what it chooses to release. In the House of Commons there are the 1973 guidelines for Notice of Motion for the Production of Papers. However, there are sixteen exemptions under these guidelines (of information not available) and, as many an M.P. who has tried to get information, can testify, they are so broad that requests by these M.P.'s are turned down daily. Thus access to information by members of parliament really only exists in theory.

Examples to show that information is being withheld on a grand scale and that the Government only gives up what it decides is in its best interests abound. In this past Session of the House of Commons we have seen the Sky Shops Affair, the Judges Affair, the Secret List of 21 (and now there are even more lists including one on the leader of the N.D.P., Ed Broadbent), Polysar, the AECL nuclear reactor sales kickbacks and the RCMP covert operations against L'Agence de Presse Libre.

Recently there has been the uranium cartel (in which Canada was a member) price-fixing scandal. And, in that particular juicy case, the Government (in September 1976) passed an Order-in Council prohibiting any discussion of the documents involving the Cartel and making it an offence for anyone who had access to the documents to show them to another person. The documents were available to only a few members of the Government. The justification? It was done, said the government, in the name of the people of Canada, to protect them and their interests. Yet, the documents are available to the U.S. Congress, the U.S. Courts and the press there; while here in Canada M.P.'s cannot see the documents and so are stopped from doing their jobs as parliamentarians, let alone private citizens who might like to see the documents to decide for themselves on the actions of the government in forming the cartel.

Government, bureaucratic secrecy

These are just a few examples of the withholding of information in Parliament. In each of these cases the Government is able to withstand questions from the Opposition because they form the majority in the House and party discipline is very tight. The average

M.P. votes according to the dictates of the party. (Free votes are very rare.)

Yet, the problem of secrecy and the lack of access to public documents goes beyond Parliament, reaching into all government departments and agencies. What we get is what the government decides we should see or wants to release. That means that the government of the day can manipulate information as they so choose to their political advantage. It also means that the bureaucrats can continue to hoard their information and build their power—for it is recognized that knowledge is power. Too often civil servants, who perhaps feel an issue should be known, resort to the inspired press leak which is a disadvantage of enormous consequences since it means that all parties involved are then guilty of breaking either their oath of secrecy or the Official Secrets Act if the documents have been classified in any way. (It has been estimated that 80% of government documents are classified as either Top Secret, Secret, Confidential or Restricted.) Thus in the final analysis the question becomes: how can people make rational decisions if all the facts are not available?

The Government has made some concessions and introduced a Green Policy Paper (legislation on Public Access to Government Documents) on the subject which discusses legislative options. But that is all it is, a discussion paper and there is still no actual legislation in sight. Some observers say that there will not be any until after the next election. This despite the enormous public support for the issue.

Call for freedom-of-information

It is this attitude of entrenched secrecy and refusal to open up the dusty files that hold who-knows-what skeletons which has brought on a call by people for a Freedom of Information Act, to raise the curtain of secrecy and start of flow of information between those who govern and those who elected them. For this is what Freedom of Information is all about, easily and readily available access to information at all levels of government with an independent review mechanism to the courts when a request for information is denied. This is not to say that some information should not be exempt. All advocates of freedom of information readily recognize that government cannot be run in a goldfish bowl. However, exemptions for reasons such as national security, international affairs or investigative files need to be clearly defined.

Conservative M.P. Gerald Baldwin (Peace River), longtime freedom of information advocate, says the end to secrecy must come as people are becoming increasingly disillusioned with governments and want something better.

National groups

He is not alone in his sentiments as the pressure for a good information law grows. Groups have sprung up across the country in the last year and a half pressing for and demanding governments to take action. In Ottawa there is Access: A Canadian Committee for the Right to Public Information, a national lobby group. Through group membership Access represents nearly three million Canadians, including the Canadian Daily Newspapers Publishers Association, the Canadian Community Newspapers Association, the Newspaper Guild, Canadian Section, (all three passed resolutions at their annual conventions calling for the enactment of information laws at all levels of government) the Canadian Labour Congress, the Public Service Alliance of

Canada, the Canadian Association of University Teachers, the Canadian Teachers Federation, the Canadian Nature Federation, the Canadian Association of Social Workers and many more. There are also many groups, such as the Canadian Wildlife Federation, the Consumers Association of Canada, the Humanists Association of Canada, the National Federation of Civil Liberties, the Canadian Library Association and others who have passed freedom of information resolutions. Some of these have specially delegated freedom of information committees.

In addition there is the Freedom of Information Association in Vancouver, the Ontario Freedom of Information Committee in Toronto, Access: Quebec, in Montreal and the Freedom of Information Committee in Halifax. Groups are expected to be formed in Saskatoon and Hamilton with other cities to follow. All of these groups have held public meetings, sponsored symposia and made presentations to government officials in an effort to speed up the introduction of freedom of information legislation. The Federal government assures us that legislation is coming. When, of course, is anyone's guess.

Access has prepared a legal brief (written by Access president, Ottawa lawyer Peter Rock) which was presented to the Secretary of State John Roberts in May. The group has held meetings and press conferences and plans a response to the Green policy paper when it is referred to the appropriate House Committee for public discussion.

In addition to the citizens groups that have emerged, a non-partisan committee of M.P.'s was formed in the House of Commons to push for legislation there. Headed by Liberal M.P. Lloyd Francis, it includes Gerald Baldwin, Ray Hnatyshyn (Biggar Saskatchewan), Deputy House Leader of the Opposition and N.D.P. member Andrew Brewin (Toronto Greenwood). They plan to build a broad base of non-partisan support in the House.

Lawyers support openness

Then there is the campaign of the Canadian Bar Association. At their annual convention in August, 1976 the Bar Association devoted a whole day to Freedom of Information. Guest speakers John Turner and U.S. consumer advocate Ralph Nader

Cont'd on next page



Gerald Baldwin: the end of secrecy must come.

sparked the debate, along with Baldwin. Mitchell Sharp, former president of the Privy Council, Deputy Attorney-General of Ontario Roy Callaghan and Justice Thomas Berger. The Association passed a freedom of information resolution which called for the enactment of information laws at all levels of government. It said that in the event of information denials there should be an appeal to the courts with the burden of proof on the government to show why a document should not be available for release upon request. This is a reversal of what currently exists in that the individual or group has to show cause why a particular report is wanted.

Referring to the need for an information law Ralph Nader said that "information is the currency of democracy". It is the citizen's method of truly participating in the democratic process rather than every four years at election time. It means that vested interest groups can comment on reports made by government; it means that the average citizen will have the opportunity to approach a government department or agency and know that information will be available to him, that it is truly an inherent right.

Boyd Ferris, former president of the CBA, earlier this year said that the government had no intention of introducing information legislation and that it was CBA's plan to now actively lobby for such laws. The CBA subsequently polled all M.P.'s on their views on Freedom of Information.

Ottawa not interested in legislation

In August this year the CBA released a report by Professor Murray Rankin, of the University of Victoria, entitled: FOI In Canada: Will the Doors Stay Shut? The Rankin Report heavily attacked the Government green policy paper saying that "by the paucity of its analysis, the blurring of its stated opinions, and the misrepresentations of the goals and practices of freedom of information legislation, the Green Paper leaves little doubt that legislation will not be forthcoming." The Bar Association also announced at that time the formation of a Select Committee on Freedom of Information, which will draw up a model Bill and continue to lobby.

There are many issues surrounding the freedom of information debate such as accountability of governments and civil servants, what precisely the exemptions should be, the amount of time to be allowed between the request for documents and their actual production and the costs of reproducing the requested items. However, these are all secondary according to most observers. The central issue is what type of review mechanism will be available if a request for information is denied. The question is that of ministerial responsibility versus judicial review.

The Government's Green Paper discusses five options for such a review. A Parliamentary option, where the denial would be debated and decided upon in Parliament; an Information Auditor who would report to Parliament once a year on the requests denied; an Information Commissioner with advisory powers who would hear the case and then report upon it publicly but the final decision would rest with the Minister; an Information Commissioner with powers to order release, who would be able to study the case and order the Minister to release the document in question if he felt the case was valid and, finally, an appeal to the courts. The courts are ruled out in the Green Paper, as is an information commissioner with the power to order release of documents, both being inconsistent with Government's theory of ministerial responsibility. The government seems to be saying that anything done to abrogate the power of ministers would set a dangerous precedent, and moreover be inconsistent with our constitution and traditions.

Judicial review is key

It is this very thing that information advocates strongly disagree with. The Bar Association, Baldwin, Professor Donald Rowat (information expert who has been working in this field for over twenty years), Access lawyer Peter Rock and others say that for any information legislation to be effective there must be a form of review that will take it out of the political arena to an impartial observer. Proponents of ministerial responsibility say that the Minister is responsible only to Parliament. Mitchell Sharp, who argues in favour of an Ombudsman to review cases and publicize the results, says that it is to Parliament and Parliament alone that the minister is responsible.

Sharp also argues against the courts by saying that a judge is not qualified to make a decision on a sensitive document as he would not be aware of all the facts and extenuating circumstances. The Green Paper makes the same argument. Professor Rankin, in his Report, argues strongly against this and says: "the incredible assertion that no judicial officer can be properly made aware of all the factors to take into

Freedom of Information in Canada

Will the doors stay shut?

T. Murray Rankin
B.A., LL.B., LL.M.



consideration in a freedom of information decision must be based on one of two assumptions. Either the evidence or arguments that a Minister can advance to support non-disclosure are so insubstantial or ephemeral that he could never hope to persuade an independent person of their worth, or, alternatively, a judge lacks the intelligence or capacity to understand the evidence or arguments to give them appropriate weight. That either argument could be seriously advanced by a present-day government is eloquent evidence of its determination to avoid any meaningful legislation on the subject."

Peter Rock of the CBA Committee on Freedom of Information in arguing for the courts says that "the important point regarding the security of the public domain and information legislation from a legal point of view appears to be the fact that Parliamentary democratic tradition dictates that the legislature enact legislation, Ministers administer and interpret legislation, and that Courts independently review Ministerial interpretation..... The legal and economic reasoning here is that no minister should act as both defendant and judge."

Impartiality stressed

Both Gerald Baldwin and Ray Hnatyshyn say that independent review is the key to a good act if it is not to be just another paper tiger in the form of legislation, a sop to the people so the government can say they have increased access to information. The important point both also make is that this form of review would be binding, once law, on whoever forms the Government of the day. The tendency to

want to withhold information is not a trait that is the exclusive domain of the Liberals.

And so the debate rages on. But despite all the talk of its good intentions, despite the Green Paper, despite the enormous amount of support that has grown for such legislation, it is still anybody's guess as to when it might come. One observer remarked that the controversy over a review to the courts has been the issue that has made the Cabinet reluctant to Act. Perhaps. But the essential point on that is that only through an independent review will the rights of Canadians be protected. The Courts have, traditionally, been the ones to protect our rights. By allowing an appeal to the courts in Information legislation the basic rights of all Canadians will be solidly protected. The key to protecting those rights is in independent judicial review. The Canadian Bar, Baldwin, Access and others have proven that this type of review is constitutional and consistent with our traditions.

Freedom of Information is an idea whose time has more than come. It is an idea that is here to stay. In Nova Scotia an Act has been passed (though yet to be proclaimed); Prince Edward Island has introduced a Bill expected to pass when the Legislature next sits; Ontario has named a Royal Commission to study the question and in almost every province in Canada private members' bills have come before the legislatures. The idea is not peculiar to Canada alone. The United States has had an Act for ten years. Australia is about to introduce one. Sweden has had the right to know for 200 years. The Council of Europe has had two different Committees studying the issue and some European countries are considering it. In Great Britain however, despite intensive lobbying by pressure groups, there is no sign of similar legislation.

Some observers have said that the mechanism is now in gear for freedom of information legislation in Canada. That might be so, but recent moves by the Federal Government show that it will be as slow as possible. Yet governments can only benefit by being more open with the people by restoring to them a very basic right. Mitchell Sharp said that he thinks that the Government should pass legislation to show people how little information they really are withholding. An interesting viewpoint in the light of recent events in Canada.

The iron curtain, as Churchill once described the situation between East and West, now seems to exist between the Government and the people. The time has come to raise this curtain of secrecy once and for all. The Green Paper said that it wanted a discussion in an atmosphere of co-operation rather than confrontation on this whole question.

If that is the case and if the Government really does intend to create more access to documents then it can show its good faith by bringing in legislation during this session rather than dragging out the debate. It can allow independent review and prove conclusively that it truly does have the best interests of Canadians at heart. I can't think of a better argument for Canadian unity than the Government allowing its citizens access to information. By having all the facts at hand on this question all Canadians will be better served.

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Tom Riley is a freelance writer living in Ottawa.

Canadians Want Open Government, Says Latest Poll

The Canadian Institute of Public Opinion, in a copyrighted poll released last month said that 55 per cent of Canadians polled to find out what type of information the federal government has the right to withhold from the general public said the government should keep back nothing.

15 per cent were not able to think of any type of information that should be classified secret.

In total, 17 per cent felt that material dealing with national defence or security should be withheld, while 14 per cent mentioned other type of information.

Other opinions volunteered were "where individual or business privacy is involved", and "anything that is harmful to the country".

A considerably higher proportion of those Canadians whose first language is French felt that the government should be completely open (70 per

cent), than did English speaking respondents (50 per cent) or those with some other language (44 per cent).

Those whose formal education ended in elementary school wanted free access to all government information more often (64 per cent) than either those with high school (56 per cent) or university training (41 per cent).

Early in August, 1,039 personal interviews were completed with adults, 18 years and over, in their homes across Canada. A sample of this size is accurate within a four percentage point margin of error, 19 of 20 times.

The question was: "What type of information, if any, do you think the Federal Government has a right to withhold from General Public?"

	Defence, security information	Other information	Nothing, should be open	Don't know
National	17%	14%	55%	15%
Mother tongue:				
English	23	16	50	13
French	5	10	70	16
Other	20	15	44	22
Education:				
Elementary	10	7	64	21
Secondary	16	14	56	15
University	31	23	41	8

Note: Multiple response

CAUT Freedom of Information Policy — in the works

by I. Cinman

The CAUT, as co-signatory of The Canadian Legislative Report: freedom of information legislation prepared for submission to the Federal government by ACCESS (A Canadian Committee for the Right to Public Information), has declared itself in favour of the broad principles calling for the enactment of meaningful government information legislation.

The ACCESS brief, prepared by Peter Rock for presentation to the Secretary of State John Roberts earlier this year addresses itself to the following points:

- It urges provincial and Federal legislatures to pass legislation providing for public access to government department and agency information;
- calls of the legislation to include an independent tribunal or court of law to interpret the legislation upon review;
- assures that a list of narrowly defined exemptions, with the burden of proof upon a government to justify proper classification of material deemed exempt, be included in the legislation;
- provides for an in-camera (Judge

only) review by an independent tribunal or Court of Law to review information decreed by a government to be exempt under the legislation;

- provides for an in-camera review without written decisions for certain subject matters which are determined by legislatures or Parliament to be matters of State, i.e. national security, defence, foreign relations and cabinet documents;

- provides for an in-camera review with written decision for other subject matters which are determined by legislatures or Parliament to be proper matters for exemption, i.e. working documents, matters prohibited by statute, personal management, personal and commercial privacy, trade secrets and personal ministerial material.

Work in progress

The CAUT Committee on Relations with Government has worked for several months on drafting a version of a CAUT position on the subject. Still in preliminary stages, the document will be circulated to local and provincial associations for comment and approval, before a final definitive version is presented to the government.

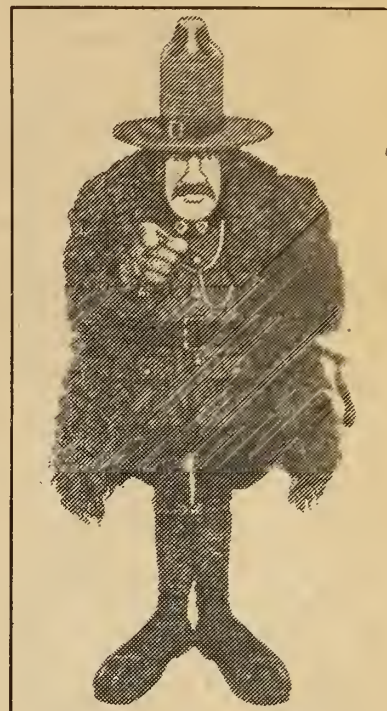
There are a number of problems that will have to be addressed. For instance, CAUT is already on record as pressing for access to information by individuals and organizations regardless of the government Green Paper's (Legislation on Public Access to Government Documents) claim that implementation of such legislation would lead to an "erosion of candour and comprehensiveness" of recorded dialogue between ministers and public servants.

But what right should the government have to withhold the release of certain information — national defence, law enforcement, personal privacy, etc? At the moment, the sixteen exemptions under which the government often denies release of information are far too broad and ill-defined. For most part, regulations serve to narrow the scope of information which may be obtained, allow for camouflage of facts and details and circumvention of requests for particular documents.

National security

But what about "national security"? A splendid piece of dialogue illustrates the problem:

"(Mr. Blair): National security or



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national defence, whichever phrase you prefer, does in the modern world involve things other than military.

Surely what you had in mind in the relevant clauses of the legislation... was to indicate the committee's recognition that our national security today depends on things like balance of payments, economic affairs, foreign assistance, things totally...

(Mr. Moss): You are making an excellent case for exactly the reason why we decided not to use national security. We decided to use national defence and then go on directly to a specific field, foreign policy, not national security, because we are convinced that national security would be so broadly construed as to be a catchall for everything..." (Hearings on US Government Information Policies and Practices — Security Classifications Problems Involving Subsection (b) (1) of the Freedom of Information Act Before a Subcommittee of Government Operations Committee, 92nd Congress, 2nd Session pt. 7, (1972) p. 2485.)

Immigration

On a number of occasions the CAUT has found it necessary to call on the Department of Immigration for detailed explanation of reasons why a particular academic has been denied entry to Canada. The most recent example saw the government refuse entry to Prof. André Gunder Frank, a distinguished foreign scholar. This action resulted in the cancellation of a major academic conference on the Third World at Queen's University last March. Ottawa's refusal to allow Dr. Gunder Frank entry into this country was said to be based on security considerations, and the government, including the Minister of Manpower and Immigration and the Prime Minister, made it clear that they were not about to make reasons for their decision public. At the same time they more or less implied that they did not have to release such information, since Dr. Gunder Frank himself knew the reasons why he was barred from Canada.

This cavalier attitude towards an individual's right to know, in this case why he is a persona non grata in this country (and for that matter Queen's University's right to know why it could not have the type of academic conference it wished), had been particularly blatant. It is, however, only

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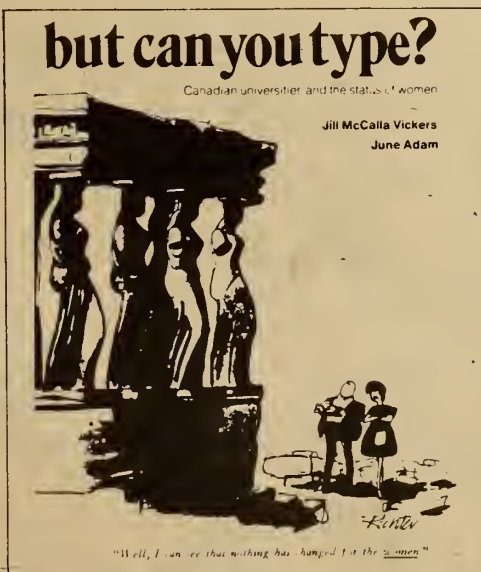
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CATCH 22 — Cabinet Final Arbiter of Loyalty

In March 1976 a member of CAUT informed the Academic Freedom and Tenure Committee of an incident with the RCMP that had greatly disturbed him and should probably disturb us all.

Professor Frederick P. von Dreger had, with official permission, read a report of an RCMP officer investigating a citizen's complaint of police misconduct in which Professor von Dreger was mentioned. Judgements about the value of civil rights and questioning of the moral intention of those who exercise them adorned the report, and Professor von Dreger raised with the CAUT the entire question of the means by which the investigating officers are guided in their inquiries and in their judgements.

At about the same time the CAUT received from another member in the West an RCMP form entitled "Confidential Security Screening Report (D-561)" which was disturbing in several ways. Both issues raised a fundamental point: given the broad and general nature of the questions being asked by RCMP investigators, what is the basis on which a judgement concerning the subject's loyalty, integrity, goodwill, and moral soundness are based?

To discover some of the methods which RCMP investigators use and criteria to which they refer when screening individuals, the CAUT Associate Executive Secretary, Dr. Victor Sim asked the RCMP Commissioner Maurice Nadon to comment on the "Confidential Security Screening Report (D-561)".

The CAUT expressed concern over the fact that the form does not make it clear to a respondent that he does not have to answer questions which are put to him. There is, the CAUT correspondence notes, no explanation given as to the purpose of the form.

Questionnaire badly designed

"Of more fundamental concern to the CAUT", said Dr. Sim, "is the standard against which the information is assessed." Information gathered under "Subject" heading can be interpreted so broadly that "it is difficult to see how any degree of uniformity of standard can be preserved." In

CONFIDENTIAL SECURITY SCREENING REPORT

FILE SUBJECT:
REF:
SOURCE:
ADDRESS:
OCCUP'N:
INDICES CHECK:
ASSESSMENT:

CHARACTER & LOYALTY ASSESSMENT

SOURCE:
(1) How long have you known subject?
(2) How well do you know subject?
(3) What is your relationship to subject?
SUBJECT: IN YOUR OPINION
(4) Is he a loyal citizen?
(5) Does he have a personal sense of duty?
(6) Does he meet his financial obligations?
(7) Is he honest?
(8) Is he reliable?
(9) What is his reputation locally?
(10) Is he a discreet person?
(11) Is his home life harmonious?
(12) Does he drink to excess?
(13) Does he use narcotics or other drugs?
(14) Does he possess good moral habits?
(15) What is his attitude towards the opposite sex?
(16) Is there any history of mental illness in the family?
(17) Does he belong to any clubs or organizations?
(18) Who are his close associates?
(19) Is there anything in his background which could be used to exploit or blackmail him?
(20) Would you hire him for a position of trust and responsibility?

ADDITIONAL COMMENTS:
DATE:
SGD:
D 561 (Oct. 73):

Prof. von Dreger's case, information was collected in an "imprecise and perhaps inaccurate manner." It was recorded without the subject's knowledge and without an opportunity for the person to examine and correct errors and misrepresentations. Apparently, this information was collected as part of routine RCMP activities and not as part of an active security investigation. Protection of individual's right appears to be minimal, Dr. Sim said.

"The questionnaire is vague and badly designed. Far from providing precise information, it succeeds in raising more questions."

For instance, what attempt is made to assess the reliability of the person providing the information? What assurance is there that the RCMP officer conducting the interview does so in a balanced and objective way? What protection is there for an individual

about whom unreliable and possibly damaging reports are filed? Who has access to information recorded on Form D-561? How is the information used? How long does it remain on file? Is there any process of review?

Commissioner Nadon replied that Form D-561 serves only as a guide to investigators when carrying out security screening inquiries. He said that in all such cases it is the RCMP

policy to seek the cooperation of respondents and to explain the reason for the inquiries. Only experienced investigators, with three to five years experience, are employed on security screening duties, he said.

"All adverse information must be corroborated by no less than two or three independent sources. By this method we would hope to eliminate any possible damage to an innocent person. Furthermore, any adverse information is retained on a confidential, need-to-know basis, as we acknowledge the rights and freedom of the individual."

"Form D-561 is an internal document", the Commissioner said, "and only the RCMP has access to it. The results of the investigations are provided to the employing department of the Canadian Government which requested the security clearance in the form of a factual report in which the information is assessed and the sources evaluated..."

Opinion permitted

Information in reports is supported by facts, but Mr. Nadon said that "force investigators are permitted to include their opinions (acknowledged as such) based on information obtained during their inquiries." Just as individuals are entitled to express their opinions, "so is a member of the RCMP entitled to offer his opinions, particularly in reports which are meant for internal use only."

The Commissioner revealed that in carrying out their duties, investigators are helped by a set of guidelines established by the Cabinet.

"The changing attitudes and values of contemporary society can make it

Cont'd on page 11

EXCERPTS FROM POLICY STATEMENTS CONCERNING THE ROLE OF THE R.C.M.P. ON THE CAMPUS

That C.A.U.T.

- (a) re-affirm its resolution of last June about the R.C.M.P. on university campuses;
- (b) communicate this decision to the government;
- (c) urge its membership to observe the resolution as constituting, in effect, a set of ground-rules in dealing with the R.C.M.P.;
- (d) make every effort to publicize both the re-affirmation of the resolution and its

communication to the government, drawing particular attention to the C.A.U.T.'s insistence, not only in the case of university professors but as a matter of general practice, that interviews connected with security proceedings should be recorded in writing and signed by the interviewee.

Council Resolution, June 1964.

(CAUT HANDBOOK, Second Edition, Ottawa, 1973 p. 90)

EXCERPTS FROM GUIDELINES CONCERNING PROFESSIONAL ETHICS AND PROFESSIONAL RELATIONSHIPS

II The University Teacher as Teacher

(7) He must keep in confidence all information gained about a student, whether concerning his academic progress, his personal life or his political and religious views. Nevertheless, he may reveal information about the academic standing of students in response to a request from a reputable source, he may refer to the student's character only in so far as this is relevant. When acting as a referee, he must strive to be fair and objective.

In the special circumstances where the university teacher is asked for information as part of a security clearance, he should be guided by the policy of C.A.U.T. relating to such circumstances.

"The C.A.U.T.

- (a) advises its members that they are not compelled to reply to questions of the R.C.M.P. respecting the political or religious beliefs, activities and associations of colleagues and students;
- (b) urges its members not to reply orally to such questions;
- (c) urges further that, if any member considers that a reply should be made, it should be given in writing, signed by the member, and dated."

(CAUT HANDBOOK, Second Edition, Ottawa, 1973 p. 100-101).

TRENT UNIVERSITY

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The appointee will be expected to take office as of July 1, 1978. Nominations and applications should be accompanied by a curriculum vitae and should be addressed to:

The Chairman,
Search Committee for the Dean of Arts and Science,
Trent University,
Peterborough, Ontario.
K9J 7B8.

U.S. Freedom of Information Act: some difficulties amid success

by I. Cinman

The disclosures about the Central Intelligence Agency's 25-year campaign to learn how to control the human mind with drugs are only the most recent products of the ten-year old American legislation on release of government information to the public, the Freedom of Information Act.

In addition to the latest series of revelations, spurred on by the 1974 amendments permitting still broader access to government information and introducing stiff rules of compliance for government departments and agencies, the media and private citizens have been successful in making public CIA files on the possible assassination of foreign leaders, the exchange of information between the America Civil Liberties Union and the Federal Bureau of Investigation, the mysterious Glomar Explorer project which recovered part of a sunken Soviet submarine and the espionage conviction of Julius and Ethel Rosenberg.

Canada involved

The broad spirit of disclosure sweeping through post-Watergate Washington is also partially responsible for making public (at least in the United States) documents relating to Canada's part in an international uranium price-fixing cartel, subject of special Canadian government order to prevent their release. (The government regulation was intended to prohibit release of documents relating to Ottawa's or industry's participation in the cartel to Congressional investigators. The Congress committee charged with the investigation last fall subpoenaed the documents from US corporations and their subsidiaries "wherever located", making them part of Committee record, open to the public.)

Although the available figures on the efficiency and administration of the act are far from complete, they suggest that in 1976 alone there were

about 150,000 requests for information. Approximately 25,000 of these were denied by various agencies in whole or in part. About 4,200 of these denials produced appeals and about 3,700 appeals were decided that year.

According to reports, in 12 per cent of the cases, the agency reversed itself and released all information sought. In 46 per cent it denied the request outright and in 42 per cent of the cases part of the information was released.

According to the US Assistant Attorney General, the Justice Department is committed to the maximum practical release of the information, but "we can not accept the proposition that continued expenditures of resources of the magnitude indicated in the report (Justice Department, 1976) are appropriate when weighted against the other important missions of the department." The Department says that the amount of time it devoted to Freedom of Information and related requests rose from 120,000 man hours in 1975 to more than 600,000 last year.

Business interested

Under the legislation, and individual, a newspaper, an interest group or a corporation can file a request with a government agency for a document and must provide a reasonable but not necessarily precise description. The agency has ten working days to respond.

The act provides exemptions for Congress and the Federal courts and sets out nine exemption categories. These contain classified national security documents, information exempted by other laws, trade secrets or other confidential commercial information, personal information about individuals and law enforcement investigatory procedures.

The Justice Department report says that a substantial bulk of requests for information comes from businessmen and would-be government contractors who hope to glean from the vast

record holdings some advantage over competition. One observer of the act in action said that the great majority of freedom of information action in courts involve "private industry either fighting regulatory proceedings or litigating with a competitor."

Officials of the Freedom of Information Clearing House, a Ralph Nader group, charge the Justice Department and its agency, the FBI, as being the most lethargic producers of documents, running about six to eight months behind schedule (The FBI has brought about 400 agents from the field into Washington to mount a six month effort to eliminate the backlog.)

Cost of disclosure

Of the more than \$20 million reported spent to comply with the act in 1976, about \$5.3 million was spent by the Department of Health Education and Welfare, \$4.7 million by the Defence Department and \$4.5 million by the Treasury Department. Fees charged for searches and copies of records made only a slight dent in the administrative costs. For example, figures show the CIA spending some \$700,000 on the program but collecting only \$10,000 in fees. The Defence Department spent \$4.7 million in return for \$200,000 in fees.

More amendments

The Congress is moving cautiously on many problems surrounding the Information Act, which include what are called "reverse FOIA cases", in which

a party which has submitted information to a Federal agency goes to court for an injunction to prevent the agency from revealing it to a competitor.

Hearings are planned on the two most troublesome and controversial areas exempted from the act — classified national security data and commercial information of possible benefit to competitors.

Information experts involved in preliminary review suggest that the Act could be improved in the following areas:

- defining the scope of the courts' authority to enjoin release of requested information, on one hand, and providing notice to affected parties when information request is filed on the other;

- merging, under court jurisdiction, the duplicative procedures now employed where a lawyer in a private suit often tries to obtain identical information simultaneously from his opponent by pre-trial discovery and from the government by an information request;

- rewriting the exemption law enforcement records to prevent the Department of Justice from blocking the release of files in ten-year old cases still classed as "pending";

- easing restrictions on courts to award attorney's fees when a person, denied information by an agency, wins a suit to force release of information under the act.

CATCH 22...from p.10

extremely difficult to assess information bearing on a person's loyalty and/or responsibility. Certain standards have been established by Cabinet Directive and it is against those standards that we, and in the final analysis the employing department, must arrive at a determination."

The CAUT, armed with this explanation, asked the Commissioner to make the Cabinet Directive public, but was told that the document was confidential and would not be released.

The AF&T Committee of the CAUT asked the Solicitor General for the Directive, but the Deputy Solicitor General Roger Tassé echoed Mr. Nadon, saying that since the Directive was judged to be classified it could not be made available to the public.

Review to clear ambiguities?

Mr. Tassé did say however that as part of the Government's commitment to provide greater public access to information, a review in progress at

the time (Dec. 1976) was studying "the whole question of our classification and associated clearance procedures."

"Once the review is completed, it is anticipated the policy document will be revised to cover changes which may be necessary. We hope that these changes will permit the responsible security authorities to prepare a document that will be open to public examination and questioning."

It seemed clear from this and earlier responses that the problem in relation to this document and the policy it contained was that it created increasingly denser layers of secrecy, for not only was information on individuals gathered, used and stored secretly, but, indeed, the very implementation of the policy governing the workings of this secrecy was itself secret.

The CAUT tried again to secure the document. This time the Solicitor General, Mr. Fox, replied that "the criteria to judge loyalty and reliability have been established by Cabinet decision." He re-emphasized that the document was classified, but added that after "our current review of security policies has been completed we hope that the new policy documents will be open to public examination." Mr. Fox urged that the CAUT contact the Assistant Deputy Minister (Police and Security) R.P. Bourne for discussion on security clearance program "or indeed any other aspect of security."

As a last effort, Mr. Fox's suggestion was taken up and Mr. Bourne was contacted by telephone. Mr. Bourne revealed that the review of security policies referred to by both Mr. Fox and Mr. Tassé was near completion.

When asked whether CAUT might obtain a copy of this report, Mr. Bourne responded that it was confidential.

Correspondence on which this article is based was edited for publication by D. Williams and I. Cinman.

DIRECTOR OF LIBRARIES

YORK UNIVERSITY, TORONTO, CANADA

York University Libraries include main (Scott) Library and 4 branch libraries which serve approximately 25,000 students, both undergraduate and graduate and 1,000 faculty.

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Applications must be submitted by October 30, 1977 to:

Professor K. Danziger,
Chairman, Search Committee,
S817 Ross Building,
York University,
4700 Keele Street,
Downsview, Ontario,
Canada, M3J 1P3.

CAUT POLICY...from p.9

one of a long series of immigration cases in which CAUT has been involved and in which the government has been less than forthcoming with information.

Information on research

In addition, there is the problem of government-sponsored research. Many government agencies and departments are involved in preparing reports or sponsoring research projects which in most cases are never publicly released. What is more serious, according to the Social Science Research Council brief on rationalization of university research (May 1972), such research is never available for scholarly criticism. "If there were a wider appreciation of the kind and quality of research being conducted by and for government...the current estrangement between the government and the academic community would be alleviated."

Politicians and civil servants frequently criticise university research but they are usually very reluctant to admit peer evaluation of their own research — a standard practice in the academy. Freedom of information legislation could be the first step towards such peer evaluation.

If you have any views on this issue that you would like to communicate to the CAUT, please write to Ms Jill Greenwell (Secretary to the Relations with Government Committee) at 75 Albert Street, Ottawa K1P 5E7.



Solicitor General Francis Fox: the criteria to judge loyalty have been established by Cabinet.

U.S. Freedom of Information Act

Public information; agency rules, opinions, orders, records, and proceedings.

(a) Each agency shall make available to the public information as follows:

(1) Each agency shall separately state and currently publish in the Federal Register for the guidance of the public—

(A) descriptions of its central and field organization and the established places at which, the employees (and in the case of a uniformed service, the members) from whom, and the methods whereby, the public may obtain information, make submissions or requests, or obtain decisions;

(B) statements of the general course and method by which its functions are channelled and determined, including the nature and requirements of all formal and informal procedures available;

(C) rules of procedure, descriptions of forms available or the places at which the forms may be obtained, and instructions as to the scope and contents of all papers, reports, or examinations;

(D) substantive rules of general applicability adopted as authorized by law, and statements of general policy or interpretations of general applicability formulated and adopted by the agency; and

(E) each amendment, revision, or repeal of the foregoing.

(2) Each agency, in accordance with published rules, shall make available for public inspection and copying—

(A) final opinions, including concurring and dissenting opinions, as well as orders, made in the adjudication of cases;

(B) those statements of policy and interpretations have been adopted by the agency and are not published in the Federal Register; and

(C) administrative staff manuals and instructions to staff that affect a member of the public;

unless the materials are promptly published and copies offered for sale. To the extent required to prevent a clearly unwarranted invasion of personal privacy, an agency may delete identifying details when it makes available or publishes an opinion, statement of policy, interpretation, or staff manual or instruction. However, in each the justification for the deletion shall be explained fully in writing. Each agency shall also maintain and make available for public inspection and copying current indexes providing identifying information for the public as to any matter issued, adopted, or promulgated after July 4, 1967, and required by this paragraph to be made available or published. Each agency shall promptly publish, quarterly or more frequently, and distribute (by sale or otherwise) copies of each index or supplements thereto unless it determines by order published in the Federal Register that the publication would be unnecessary and impracticable, in which case the agency shall nonetheless provide copies of such index on request at a cost not to exceed the direct cost of duplication. A final order, opinion, statement of policy, interpretation, or staff manual or instruction that affects a member of the public may be relied on, used, or cited as precedent by an agency against a party other than an agency only if—

(i) it has been indexed and either made available or published as provided by this paragraph; or

(ii) the party has actual and timely notice of the terms thereof.

(3) Except with respect to the records made available under paragraphs (1) and (2) of this subsection, each agency, upon any request for records which (A) reasonably describes such records and (B) is made in accordance with published rules stating the time, place, fees (if any), and procedures to be followed, shall make the records promptly available to any person.

(4) (A) In order to carry out the provisions of this section, each agency shall promulgate regulations, pursuant to notice and receipt of public comment, specifying a uniform schedule of fees applicable to all constituent units of such agency. Such fees shall be limited to reasonable standard charges for document search and duplication and provide for recovery of only the direct costs of such search and duplication.

Documents shall be furnished without charge or at a reduced charge where the agency determines that waiver or reduction of the fee is in the public interest because furnishing the information can be considered as primarily benefiting the general public.

(B) On complaint, the district court of the United States in the district in which the complainant resides, or has his principal place of business, or in which the agency records are situated, or in the District of Columbia, has jurisdiction to enjoin the agency from withholding agency records and to order the production of any agency records improperly withheld from the complainant. In such a case the court shall determine the matter do novo, and may examine the contents of such agency records in camera to determine whether such records or any part thereof shall be withheld under any of the exemptions set forth in subsection (b) of this section, and the burden is on the agency to sustain its action.

(C) Notwithstanding any other provision of law, the defendant shall serve an answer or otherwise plead to any complaint made under this subsection within thirty days after service upon the defendant of the pleading in which such complaint is made, unless the court otherwise directs for good cause shown.

(D) Except as to cases the court considers of greater importance, proceedings before the district court, as authorized by this subsection, and appeals therefrom, take precedence on the docket over all cases and shall be assigned for hearing and trial or for argument at the earliest practicable date and expedited in every way.

(E) The court may assess against the United States reasonable attorney fees and other litigation costs reasonably incurred in any case under this section in which the complainant has substantially prevailed.

(F) Whenever the court orders the production of any agency records improperly withheld from the complainant and assesses against the United States reasonable attorney fees and other litigation costs, and the court additionally issues a written finding that the circumstances surrounding the withholding raise questions whether agency personnel acted arbitrarily or capriciously with respect to the withholding, the Civil Service Commission shall promptly initiate a proceeding to determine whether disciplinary action is warranted against the officer or employee who was primarily responsible for the withholding. The Commission, after investigation and consideration of the evidence submitted shall submit its findings and recommendations to the administrative authority of the agency concerned and shall send copies of the findings and recommendations to the officer or

employee or his representative. The administrative authority shall take the corrective action that the Commission recommends.

(G) In the event of noncompliance with the order of the court, the district court may punish for contempt the responsible employee, and in the case of a uniformed service, the responsible member.

(5) Each agency having more than one member shall maintain and make available for public inspection a record of the final votes of each member in every agency proceeding.

(6) (A) Each agency, upon any request for records made under paragraph (1), (2), or (3) of this subsection, shall—

(i) determine within ten days (excepting Saturdays, Sundays, and legal public holidays) after the receipt of any such request whether to comply with such request and shall immediately notify the person making such request of such determination and the reasons therefor, and of the right of such person to appeal to the head of the agency any adverse determination; and

(ii) make a determination with respect to any appeal within twenty days (excepting Saturdays, Sundays, and legal public holidays) after the receipt of such appeal. If on appeal the denial of the request for records is in whole or in part upheld, the agency shall notify the person making such request of the provisions for judicial review of that determination under paragraph (4) of this subsection.

(B) In unusual circumstances as specified in this subparagraph, the time limits prescribed in either clause (i) or clause (ii) of subparagraph (A) may be extended by written notice to the person making such request setting forth the reasons for such extension and the date on which a determination is expected to be dispatched. No such notice shall specify a date that would result in an extension for more than ten working days. As used in this subparagraph, "unusual circumstances" means, but only to the extent reasonably necessary to the proper processing of the particular request—

(i) the need to search for and collect the requested records from field facilities or other establishments that are separate from the office processing the request;

(ii) the need to search for, collect, and appropriately examine a voluminous amount of separate and distinct records which are demanded in a single request; or

(iii) the need for consultation, which shall be conducted with all practicable speed, with another agency having a substantial interest in the determination of the request or among two or more components of the agency having substantial subject-matter interest therein.

(C) Any person making a request to any

agency for records under paragraph (1), (2), or (3) of this subsection shall be deemed to have exhausted his administrative remedies with respect to such request if the agency fails to comply with the applicable time limit provisions of this paragraph. If the Government can show exceptional circumstances exist and that the agency is exercising due diligence in responding to the request, the court may retain jurisdiction and allow the agency additional time to complete its review of the records. Upon any determination by an agency to comply with a request for records, the records shall be made promptly available to such person making such request. Any notification of denial of any request for records under this subsection shall set forth the names and titles or positions of each person responsible for the denial of such request.

(b) This section does not apply to matters that are—

(1) (A) specifically authorized under criteria established by an Executive order to be kept secret in the interest of national defense or foreign policy and (B) are in fact properly classified pursuant to such Executive order;

(2) related solely to the internal personnel rules and practices of an agency;

(3) specifically exempted from disclosure by statute;

(4) trade secrets and commercial or financial information obtained from a person and privileged or confidential;

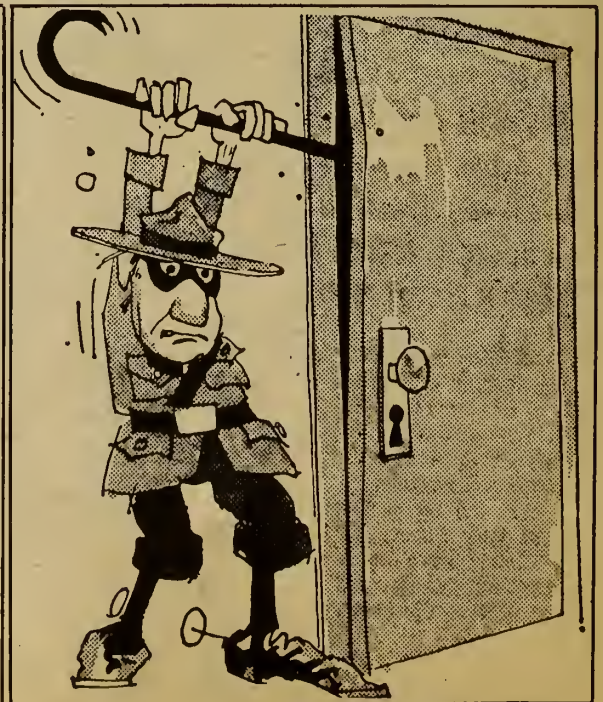
(5) inter-agency or intra-agency memorandums or letters which would not be available by law to a party other than an agency in litigation with the agency;

(6) personnel and medical files and similar files the disclosure of which would constitute a clearly unwarranted invasion of personal privacy;

(7) investigatory records compiled for law enforcement purposes, but only to the extent that the production of such records would (A) interfere with enforcement proceedings, (B) deprive a person of a right to a fair trial or an impartial adjudication, (C) constitute an unwarranted invasion of personal privacy, (D) disclose the identity of a confidential source and, in the case of a record compiled by a criminal law enforcement authority in the course of a criminal investigation, or by an agency conducting a lawful national security intelligence investigation, confidential information furnished only by the confidential source, (E) disclose investigative techniques and procedures, or (F) endanger the life or physical safety of law enforcement personnel;

(8) contained in or related to examination, operating, or condition reports prepared by, on behalf of, or for the use of an agency responsible for the regulation or

Cont'd on page 14



University Research and the Intelligence Community

by I. Cinman

In the climactic scene of the "Manchurian Candidate" when Laurence Harvey slams a bullet into Angela Lansbury's forehead and then blows out his brains while Frank Sinatra stands by (looking somewhat satisfied), the issues crammed into a few seconds of film, though convoluted, are nevertheless neat and simple.

The Chinese, aided by mephistophelean Russian psychiatrists are able to manipulate the mind of a red-blooded, though slightly flawed American, turning him into an automaton who is forced into murderous action by post-hypnotic suggestion. The Americans, or more precisely Frank Sinatra as the Seventh Cavalry, are able to solve the puzzle in the nick of time, through hard slogging and routine detective work, helped at times by lucky breaks.

The scenario, painted in pristine "them against us" hues, mirrors the major concerns of the Cold War days of the fifties and the Berlin Wall and the Cuban missile crisis period of the early sixties.

Both sides, as it has now become evident, have long and murky records of using science in an attempt to control men's minds. The Soviet Union, through institutionalised, state-sanctioned abuse of psychiatry, tries to stifle dissident voices among its population. In the United States, recent revelations resulting from the Freedom of Information Act tell a story of CIA-initiated or sponsored research projects which borders on the ridiculous and the bizarre, entering at times the realm of science fiction.

Fear of mind-control

As some tell it, Joseph Cardinal Mindszenty's behaviour at his treason trial in Hungary in 1949 convinced CIA officials that the Cardinal had been subjected to some form of mysterious mindbending drug or that he was a victim of post-hypnotic trance. Subsequent confessions of downed U.S. pilots to false charges of carrying out germ warfare against North Korea only seemed to confirm CIA fears.

The CIA was convinced that the Communists had developed the means to control men's minds and was determined to find an antidote, setting up in 1959 project Bluebird, which turned into Project Artichoke, which later became MK-ULTRA: MK-DELTA. Each code name change spelled an ever-widening circle of experiments, until virtually no avenue of human behaviour control remained unexplored.

The CIA enlisted the support of the U.S. army, the navy, the air force, Department of Health, Education and Welfare, several other agencies and through a well-camouflaged network of programs and research foundations — the Society for the Investigation of Human Ecology, the Geschikter Fund for Medical Research and others — the cooperation of university research institutions, including the Allan Memorial Institute, affiliated to McGill University in Montreal.

In all, more than 80 institutions, including 44 colleges and universities and 185 non-government researchers were used. Many were not aware that the CIA was supplying the funding through intermediary foundations, but a few must have had at least some suspicions about funding.

Fears unfounded

Although two years into the project a high level military study group determined that neither the Russians

nor anyone else had the key to controlling human behaviour and that there was "little threat, if any, to national security", the intelligence community rationalised that they

Harvard Rules On Staff - CIA Activities

□ Harvard may enter into research contracts with the C.I.A. provided that such contracts conform with Harvard's normal rules governing contracting with outside sponsors and that the existence of a contract is made public by university officials.

□ Individual members of the Harvard community may enter into direct or indirect consulting arrangements for the C.I.A. to provide research and analytical services. The individual should report in writing the existence of such an arrangement to the dean of his or her faculty, who should then inform the president of the university.

□ Any member of the Harvard community who has an ongoing relationship with the C.I.A. as a recruiter should report that fact in writing to the dean of the appropriate faculty, who should inform the president of the university and the appropriate placement offices within the university. A recruiter should not give the C.I.A. the name of another member of the Harvard community without the prior consent of that individual. Members of the Harvard community whose advice is sought on a one-time or occasional basis should consider carefully whether under the circumstances it is appropriate to give the C.I.A. the name of another member of the Harvard community without the prior consent of the individual.

□ Members of the Harvard community should not undertake intelligence operations for the C.I.A. They should not participate in propaganda activities if the activities involve lending their names and positions to gain public acceptance for materials they know to be misleading or untrue. Before undertaking any other propaganda activities, an individual should consider whether the task is consistent with his scholarly and professional obligations.

□ No member of the Harvard community should assist the C.I.A. in obtaining the unwitting services of another member of the Harvard community. The C.I.A. should not employ members of the Harvard community in an unwitting manner.

□ Questions concerning the interpretation and application of these guidelines should be discussed initially with the dean of the appropriate faculty and, if necessary, with the president of the university or a member of his staff.

would proceed anyway, against the possibility that the Communists might some day live up to CIA expectations. Moreover, the intelligence community saw an urgent need to develop these tools for possible use by itself.

It was here that science fiction first met Dr. Strangelove. Agency researchers grappled with ways to dissolve the Berlin Wall and tried to discover a drug that would incapacitate an entire building full of people. A pill that would make a drunk man sober was in the works, as well as food which appeared normal but when ingested would create "confusion, anxiety and fear." They worked on means of inducing headaches, earaches, twitches, jerks and staggers.

Amnesia was one of the top items for research. They wanted to be able to interrogate enemy agents without either the agents or their superiors knowing that they have been compromised. They wanted to be able to wipe clean the memories of their own agents after certain missions, and especially, when they were going into retirement. And, they wanted to get away with murder. One researcher suggested putting a man in a small airtight room with a chunk of dry ice which would give out noxious carbon dioxide, suffocating the victim. Exposure of a subject to lethal doses of X-rays was suggested, as was reducing the victim's body temperature to below freezing. More pragmatic scientific minds concluded that the best method was strangulation with a bath towel. Other investigators looked at the possibilities of transmitting messages through telepathy (the current Soviet interest in the subject might kindle a revival in the West) and turning mushrooms into rubber.

No evidence, but studies go on

In 1956, the Society for the Investigation of Human Ecology, one of the agencies secretly funded by the CIA, issued a report — Methods of Interrogation and Indoctrination Used by Communist State Police — which said that even though interrogation had obvious stress effects, there was

no evidence of "esoteric scientific techniques" of brainwashing.

Despite these findings, the intelligence community continued its sponsorship of the Society, which in turn distributed funds to 200 different projects around the world. One institution, the recipient of \$20,000 — \$30,000, was the Allan Memorial Institute, the teaching wing of the McGill University's Department of Psychiatry.

There, according to Col. James Monroe, former executive director of the now defunct society, between 1955 and 1960 studies were conducted on testing three highly potent drugs — Thorazine, LSD and Sernyl — on patients. The McGill research was headed by the late Dr. Ewen Cameron, director of the Institute from its founding in 1943 to 1964. Dr. Cameron died in 1967.

According to Col. Monroe, a former U.S. airforce expert on brainwashing, nothing unethical was done at the Allan Memorial.

"The work they did had absolutely nothing to do with interrogation. The fact that the Society was receiving funds from different sources was really no concern of Dr. Cameron's or any of the other grantees." Many of the findings became public information in journals such as the Lancet and the Canadian Medical Journal, he added.

There is little information available on the affair, according to Dr. Maurice Dongier, Chairman of the Allan Memorial Institute Department of Psychiatry, since "all the people involved in this area are dead."

At McGill, research well supervised

Moreover, Dr. Robert Cleghorn, the Chairman of the ethics committee of the Institute and the Institute director from 1964-1970, says that no moral ethics were being violated in research projects.

"There has not been a thing tried that I know of in recent times that was of questionable ethics. It is part of the cultural evolution, of social consciousness. It emanates from the Medical Research Council. The total situation is well supervised."

While the granting procedures in many ways may exert control over the type of research work being done, Dr. Walter S. Hirschfeld, Vice-president of research at McGill says that it is the

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RESEARCH...from p.13

researcher's integrity that determines the ultimate results of a research project.

McGill gets 90 per cent of approximately \$20 million in annual grants from the National Research Council, the Medical Research Council, the International Research Council and the Canada Council, while the remaining 10 per cent comes from contracts assigned by industry.

"In the research contract situation, the researcher has control over what he does, but it (the project) is much more programmed as to what he is supposed to be looking for — usually perfection of a specific industrial process.

"In a sense, there is less control with the grant situation. While the granting body may set general objectives, it is the researcher who has the final say."

More self-regulation

The "final say" an individual researcher has over a particular project is precisely the gray area which begs for more attention, perhaps even for certain regulations governing contractual relations between government agencies and university faculty.

To avoid possible government legislation which may be lacking in competence and may conflict with university autonomy, faculty associations may wish to introduce regulations on research activity into faculty codes of ethics or faculty collective agreements. University Senates may play a role as well — drafting university self-regulatory rules and procedures.

The CIA ended the MK:ULTRA project after a 1963 report labelled some of the work "distasteful and unethical". But what of the doctors and researchers who worked on the program from its conception in the more than 80 institutions — universities, hospitals and research institutes?

Many were unaware of the sources of funding, but there were others who did not balk at investigating inducing total amnesia and creating a state of "confusion and anxiety" in an individual in spite of an international standard adopted after WW II which stated that experiments were to be conducted on human beings only with their formal consent and for the "good of humanity."

Question of ethics

Generally, ethical questions arising out of possible abuses within a particular discipline have been commented on by professional associations and research councils. The U.S. National Institutes of Health, for instance, wrote guidelines for the conduct of DNA research while the MRC in Canada has adopted guidelines on conducting recombinant DNA research last February. The concern indicates a genuine wish by the research and professional communities to police themselves; to eliminate possible abuses. Nevertheless, good will and appropriate regulations did not seem to have had the desired results, particularly in the case of research funded or administered by the CIA.

The CIA revelations implicating university administrators and university faculty in projects such as MK:ULTRA ought to inspire the university research community to establish clear procedures and safeguards to ensure that scientific research undertaken on behalf of governments is conducted with caution and moral restraint.

In this respect, Harvard University has taken a step towards spelling out a set of guidelines which govern relations between members of the university's teaching staff and the U.S. intelligence agencies.

The guidelines, drawn up by a four-member committee and issued by Harvard President Derek C. Bok, state that Harvard staff "should not undertake operations for the Central Intelligence Agency" but do not rule out research contracts and "consulting arrangements" with the CIA so long as these are not secret.

"In this era of international tension and difficulties it is extremely important for the United States to have an effective system of foreign intelligence," the committee said. "U.S. foreign intelligence efforts, like other forms of professional work and public service, can benefit from the support of research activities that directly or indirectly involve universities and their faculty members.

"The relationship between U.S. foreign intelligence agencies and the universities must be structured in ways that protect the integrity of the universities and the academic profession, and safeguard the freedom and objectivity of scholarship.

"Our proposed guidelines... should apply equally to relationships with the other intelligence agencies of the United States." The committee pointed out that it did not have knowledge of any covert CIA relationships with the members of Harvard community, "and we have no way of determining whether any such relationship exists."

It said that there did not appear to be a "reason for Harvard to decline to enter into a contract for research which would otherwise be appropriate for a Harvard scholar simply because the research is for the CIA." But the contract should be made public, the committee added, including the subject matter, the dollar amount and the name of the principal investigator.

The Harvard committee said that it had no objection to "identifiable CIA recruiters on campus to interview students," since this method "is open and visible", posing no issues of principle for the academic community.

Covert operations on campus opposed

But it specifically opposed the use of covert recruiters by the CIA. In this form of recruiting, the report said, members of administrative and academic staff "who have an ongoing and confidential relationship with the CIA," identify "members of the community, including foreign students, who may be likely candidates for employment or other relationship with the CIA on regular or sporadic basis.

"It is inappropriate for a member of an academic community to be acting secretly on behalf of the government in his relationship with other members of the academic community. The existence on the Harvard campus of unidentified individuals who may be probing the views of others and obtaining information for possible use of

the CIA is inconsistent with the idea of free and independent university."

The guidelines specifically rule out the gathering of intelligence for the CIA by faculty members who are travelling abroad. But they add that this does not mean that after returning to the U.S. "academics should refuse to discuss their travels with the CIA if they so desire... Occasional debriefings do not involve an academic's taking action or making observations as a result of instructions in advance from the CIA."

Members of the Harvard Committee were Archibald Cox, professor of law and former Watergate special prosecutor, Don K. Price, dean of the faculty of public administration, Henry Rosovsky, dean of the faculty of arts and science, and Daniel Steiner, general counsel for the university.

Canada slow to act

At the moment there are no universities in Canada with a clearly defined set of regulations governing a university's and the academic staff's conduct in relations with this country's intelligence community.

The CAUT through its Professional Ethics Guidelines goes some way towards establishing a set of rules which may apply specifically to the problem. The Guidelines say that a faculty member is engaged in unethical conduct if he signs an agreement infringing on his freedom to publish results of research undertaken in a university setting. The CAUT says that academics may delay publication for a specific period of time — usually not exceeding two years — of results of sponsored or contracted research, provided the university agrees to this arrangement. This is designed to allow applications for patents to proceed prior to publication and for royal com-

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U.S. FOI... from p.12

supervision of financial institutions; or

(9) geological and geophysical information and data, including maps, concerning wells.

Any reasonably segregable portion of a record shall be provided to any person requesting such record after deletion of the portions which are exempt under this subsection.

(c) This section does not authorize withholding of information or limit the availability of records to the public, except as specifically stated in this section. This section (does not constitute) authority to withhold information from Congress.

(d) On or before March 1 of each calendar year, each agency shall submit a report covering the preceding calendar year to the Speaker of the House of Representatives and President of the Senate for referral to the appropriate committees of the Congress. The report shall include—

(1) the number of determinations made by such agency not to comply with requests for records made to such agency under subsection (a) and the reasons for each such determination;

(2) the number of appeals made by persons under subsection (a) (6), the result of such appeals, and the reason for the action upon each appeal that results in a denial of information;

(3) the names and titles or positions of each person responsible for the denial of records requested under this section, and the number of instances of participation for each;

(4) the results of each proceeding con-

ducted pursuant to subsection (a) (4) (F), including a report of the disciplinary action taken against the officer or employee who was primarily responsible for improperly withholding records or an explanation of why disciplinary action was not taken;

(5) a copy of every rule made by such agency regarding this section;

(6) a copy of the fee schedule and the total amount of fees collected by the agency for making records available under this section; and

(7) such other information as indicates efforts to administer fully this section.

The Attorney General shall submit an annual report on or before March 1 of each calendar year which shall include for the prior calendar year a listing of the number of cases arising under this section, the exemption involved in each case, the disposition of such case, and the cost, fees, and penalties assessed under subsections (a) (4) (E), (F), and (G). Such report shall also include a description of the efforts undertaken by the Department of Justice to encourage agency compliance with this section.

(e) For purposes of this section, the term "agency" as defined in section 551 (1) of this title includes any executive department, military department, Government corporation, Government controlled corporation, or other establishment in the executive branch of the Government (including the Executive Office of the President), or any independent regulatory agency.

Freedom of Information Act (81 Stat. 54; 5 U.S.C. 552) as amended by Public Law 93—502, November 21, 1974, 88 Stat. 1561.

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Will The Doors Stay Shut?

T. Murray Rankin. *Freedom of Information in Canada: Will the Doors Stay Shut?*. Canadian Bar Association, 1977.

This is a spirited analysis and apologia for freedom of information legislation in Canada. It analyzes the legal and constitutional position in relation to such laws in Canada, Britain and the United States. It demonstrates how effective the barriers are to information in this country. It shows what has been accomplished by a determined freedom of information lobby in the United States. And it meets the Canadian government head on in its arguments concerning the supremacy of parliament and the responsibility of ministers.

The book begins with an analysis of government secrecy in Canada. It shows how difficult it is for a citizen to secure access to the government's information even when he or she is a litigant in court. Professor Rankin points out that when the House of Lords in 1968 in *Conway v Rimmer* undercut the practice by which ministers of the crown refused by affidavit to produce information in court because it belonged to a class which, if divulged, would be injurious to the public interest, Canada proceeded to pass legislation which had the effect of nullifying a good part of this decision. This was the Federal Court Act of 1970. Thus the Canadian government of the day rejected the position adopted by the House of Lords that the courts meeting *in camera*, not the executive, should be the judge of whether release was in the public interest. Professor Rankin quotes Lord Morris in one of the five concurring opinions in this case: "I have no doubt that the decision rests with the courts". In the same case Lord Pearce noted that such a vague doctrine of executive power as that of the public interest was a standing invitation to abuse and that it was not surprising that "the Crown having been given a blank cheque yielded to the temptation to overdraw". If the executive is to have the sole power to decide what to divulge to the court, there will always be the temptation to cloak embarrassment in the doctrine of the public interest — in the words of John Dean on the Watergate tapes quoted by Professor Rankin — "you might put it on a national security basis".

Professor Rankin then proceeds to discuss such other devices to restrain the release of information as the oath of office, the Official Secrets Act, the classification system, the guidelines for the production of papers for members of parliament, and the rules concerning the archives. He points out that even Gordon Robertson, one of the most powerful mandarins in Ottawa, admits that the wording of the present oath "lends itself to ridicule". He points out that the structure and much of the wording of the Official Secrets Act is unchanged from that passed by the British parliament at the outset of the First World War. He suggests that the four categories of classification (top secret, secret, confidential and restricted) are impossible to define, that the fourth of these is more or less defined as everything not covered by the other three, and that there are far too many people with the power to restrict the circulation of documents. Professor Rankin also points out that the guidelines concerning the production of government documents in response to questions in the House of Commons is, in fact, not a guideline for production but one for restriction, there being sixteen exceptions, some of a sweeping nature, to the general principle of disclosure. Similar sweeping exemptions exist to the general rule that the public papers should be deposited in the National Archives and released after thirty years.

Professor Rankin then reviews the legal and judicial situation in the United States particularly that created by the Freedom of Information Act and its amendments. He demonstrates how much more information is available in the United States but that nevertheless the courts have been persuaded by reasonable arguments to restrict certain files pertaining to foreign affairs, national defence and the like.

But the most important part of Professor Rankin's book is his frontal attack on the defence by the government in the Green Paper that such legislation would violate parliamentary supremacy and the doctrine of ministerial responsibility to parliament. Professor Rankin argues that the federal parliament is not sovereign in the same sense as the British parliament because of the existence of a federal state. He suggests that the Canadian courts have in the past and will in the future restrain the federal cabinet from taking particular actions because

those actions were *ultra vires* — beyond the power of the federal government as defined in the British North America Act. He quotes Dicey on the Canadian situation — "Throughout the Dominion, therefore, the constitution is in the strictest sense the immutable law of the land...", and insists that judicial review, far from being alien to the Canadian situation, is central to the functioning of the British North America Act.

However, he points out that even if one accepts the doctrine of the absolute supremacy of parliament, there is nothing to prevent the sovereign parliament from enacting legislation to modify the convention of ministerial responsibility. It can modify any convention or tradition involving the executive power and has been doing so for centuries. It is true that such restrictions were directed against kings and their ministers in the seventeenth century but there is no reason why they should not be directed against prime ministers and bureaucrats in the twentieth. Professor Rankin clearly sees freedom of information legislation as a device to gain more control over the ministers and their officials.

He attacks the "self-serving myth" enunciated by the Green Paper that "there is no way that a judicial officer can be properly made aware of all the political, economic, social and security factors that may have led to the decision in issue". Freedom of information legislation is not suggesting that judges decide whether, for instance, an airport should be built or that the policy on the funding of science research be changed but that they should be able to decide whether or not the production of the documents concerned with these decisions is in the public interest. Such duties are discharged all the time by the courts and the same federal government which denigrates the competence of judges on the one hand appoints them on the other hand to head royal commissions to make the type of decisions the Green Paper says they cannot make. "The history of the progress of fundamental rights in Anglo-Canadian jurisprudence has in fact largely been the conversion of discretionary political relief into statutory rights enforceable at law."

Nor have the British courts hesitated to make decisions even though political consequences flowed from them. The Judicial Committee of the Privy Council has, as Professor Rankin points out, decided who was the lawful Premier of Western Nigeria and whether or not North Korea was a sovereign state.

"An assertion by Ministers that no judicial officer can be properly made aware of all the factors to take into consideration in a freedom of information decision is based on one of two assumptions: either that the evidence or arguments that a Minister can advance to support non-disclosure are so insubstantial or ephemeral that he could never hope to persuade an independent person of their worth; or that a judge lacks the intelligence or capacity to understand the evidence or arguments and to give them appropriate weight. Either assumption is totally untenable."

Of Interest...

W. John Harker, ed. *Classroom Strategies for Secondary Reading*. International Reading Association, Newark, Delaware 1977. Pp. 90.

Wilga M. Rivers. *The Psychologist and the Foreign Language Teacher*. The University of Chicago Press, Chicago 1977. Pp. 201. \$4.95.

Marshall O. Donley, Jr. *Power to the Teacher*. Indiana University Press, Bloomington 1976. Pp. 236. \$3.95.

Joel Spring. *The Sorting Machine: National Educational Policy Since 1945*. David McKay Company, New York 1976. Pp. 300. \$4.95.

Fred Harvey Harrington. *The Future of Adult Education*. Jossey-Bass, San Francisco 1977. Pp. 230. \$10.95.

Sinclair Goodlad. *Conflict and Consensus in Higher Education*. The General Publishing Group, Toronto 1976. Pp. 98. \$9.25.

Gerald Newmark. *This School Belongs to You and Me*. Hart Publishing, New York 1977. Pp. 415. \$5.95.

Thomas J. Cottle. *College: Reward and Betrayal*. The University of Chicago Press, Chicago 1977. Pp. 190. \$10.95.



Finally Professor Rankin deals contemptuously with the federal government's Green Paper. He suggests that in general it is a device to restrict, not to provide information and that its ultimate cynicism lies in its section concerning the rights of members of parliament. One might suppose that a government wedded to the notion of absolute parliamentary sovereignty would acknowledge the rights of members of parliament to secure the information on which decisions were based from the cabinet. "The Reports succeeds", as Professor Rankin points out, "in reducing the sixteen exemptions in the former guidelines to a list of nine exemptions without narrowing their scope whatsoever. After a list of ambiguous loopholes which any cautious bureaucrat could hide behind, a parting insult is appended in exemption (ix): "notwithstanding exemptions (i) to (viii), the Minister may order the release of any document where, in his opinion it is in the public interest to do so."

The Canadian Bar Association should be congratulated for commissioning this work and Professor T. Murray Rankin of the Faculty of Law at the University of Victoria for rising so successfully to the challenge. I have only two complaints. There is no discussion of the reverse side of the coin, namely the doctrine of the right of privacy for individual citizens and how this meshes with a generalized freedom of information approach. In addition the focus is entirely on the federal government. What is true for Ottawa is true in spades for the provincial governments.

Donald C. Savage

For copies of the report write to Canadian Bar Association, 130 Albert Street, Suite 1700, Ottawa, Ont. K1P 5G4. (Free).

J.E. Pesando and S.D. Rea, Jr. *Public & Private Pensions in Canada: an economic analysis*. Ontario Economic Council Research Studies. University of Toronto Press, Toronto 1977. Pp. 185. \$6.00.

Readers interested in reviewing any of the above titles for the CAUT Bulletin should contact the Editor, at 75 Albert Street, Suite 1001, Ottawa, Ont. K1P 5E7.

About our reviewers

Donald C. Savage is Executive Secretary of the Canadian Association of University Teachers... James B. Hartman is Director of Development and External Affairs and teaches philosophy at Algoma University College.

Teaching with a sense of worth.

Report on Teaching: 4. Change Magazine, New Rochelle, N.Y. July 1977. Pp. 73.

Perhaps one of the most dramatically changed areas of the curriculum is geography, where the primary shift is from *knowing* geography as a body of basic facts imprisoned between the covers of a textbook to *doing* geography as research and as a creative learning experience, planning for a better future. This Report covers a variety of innovative teaching ventures that move beyond the purely empirical, functional, objective, and cognitive orientations. At one institution, statistical inference and computer-based inquiry support geographical work in central place theory, proceeding from hypothetical conditions or theoretical models. At the same time, the concept of geography as a relative, people-space science incorporates elements of economics, political science, and history to deal with problems of health services distribution, crime, and school segregation. In another academic setting, the recent trend towards specialized study, with its displacement of the classic man-land theme, is counteracted in a teaching project that stimulates student awareness of environmental damage and mismanagement through direct involvement with legislators, lobbyists, government personnel, industrial representatives, lawyers, and workers. A further departure from tradition is found in a humanistically-oriented undergraduate geology program which abandons the fixed idea of graded course work for a system of free inquiry in which students embark on individually contracted work under the direction of professional geologists outside the institution, maintain portfolios containing evidence of achievement, and evaluate themselves in consultation with faculty. (Although the project stimulated interest in the subject and maximized learner choices, the reasons for its failure and ultimate abandonment—cumbersome registration procedures, incompleting student work, unsatisfactory grading policies, chaos in scheduling, and problems of faculty teaching loads—are instructive for anyone contemplating a similar venture.) In general, the teaching projects included in this Report show how readily adaptable applied geography is to active learning, both inside and outside the classroom, as indicated by the success of comprehensive student internship programs and the resurgence of field teaching. The strengths of the audio-visual-tutorial method are evident in the wide acceptance of this approach to learning geography.

Since music departments seldom interact with other segments of the university, their internal pedagogical workings remain largely unknown to the larger academic community.* Nevertheless, the problems of preparing effective music educators are much the same as in other academic areas: how to develop the necessary knowledge, understanding, skills, and attitudes pertinent to the field, while maintaining a suitable balance between theoretical and practical aspects of the curriculum. The variety of teaching projects described in this Report include programs for non-musicians (Music in Recreation for recreation directors), as well as for non-music majors (group piano instructional techniques). However, the emphasis is on music teacher training institutions where, it is suggested, concentration on the techniques of performance have drawn attention away from philosophical and educational principles underlying music education, from awareness of the relevance of psychologies of learning, and from consideration of the subjective aspect of musical responsiveness. The development of sensory awareness and response in non-music majors, prospective teachers of other subjects, is the aim of a nontraditional, active participation course which treats music as a communicative device and employs various techniques of divergent thinking. An innovative preservice curriculum for music education majors, calculated to turn out teachers who can perform, organize, and describe music, incorporates competency-based instructional methods, skill classes designed to stimulate instructional problems, off-campus public school laboratories, and field work. In the field of musical production, an applied synthesizer major program—the first in the U.S.—allows students to major in electronic music composition. Combining courses in acoustics, electronic techniques, and computer science, along with the more conventional musical foundation and performance courses, the program prepares students for work in recording engineering, animated film production, and teaching. Employment in the music industry—the eighth largest in the U.S.—is virtually assured graduates of a degree program in Music Merchandising.

Politics and the university — the decline in liberal education

Geoffrey Wagner, *The End of Education*. New York: A.S. Barnes and Co., 1976. Pp. 252.

Higher education in North American institutions is increasingly egalitarian, both in the numbers of students admitted and in the aim and content of the curriculum. Before World War II, 4.3% of the population of the British Isles went to university, 25% in the United States. In the 1970s, while only 10% in England attended college, about half of American youth with high school diplomas sat in college classrooms. By 1980, it is projected that 60% will do so.

The pre-war Oxbridge model — elite, unworldly, feudal, now anachronistic — was an aristocracy of the intellect where learning was pursued for its own sake without consideration of its ultimate utility. American multiversities, on the other hand, developed along functional, vocational lines, emphasizing the acquisition of information according to the contemporary criterion of "relevance."

The City College of New York, which shared the City University's long-standing policy of free tuition, provided the avenue into the professions for children of working-class and immigrant families from the turn of the century. Following post-war demographic changes, a policy of open admissions was established in 1970 to aid the social and economic rise of the city's new migrants, Southern blacks and Puerto Ricans. Disputes over these two policies, along with budgetary problems, faculty unionization, minority-group protests, fights over tax money, and moves towards increased state government control, figured largely in the recent crisis at CUNY, which included temporary closure and severe academic retrenchment. Sharp polarization of views was the rule. Liberals defended free tuition and open admissions as innovative social policies, but conservatives regarded them as lacking in fiscal realism and destructive of academic standards, respectively. While many meritocrats were committed to a tradition of highly selective free education, some minority-group leaders supported open admissions at the expense of free tuition, since their students were eligible for financial aid. Faculty members feared loss of jobs and erosion of academic quality.

Oxford-trained Geoffrey Wagner teaches English at CCNY. *The End of Education*, his 34th book, is an impassioned outpouring, often bitter and sarcastic, of the frustration and disgust he experienced throughout the tumultuous recent history of the College and the accompanying decline of liberal

education. As evidence of the trend from academic excellence to impotence, Wagner cites recent curriculum reforms, with their abandonment of a sequential body of knowledge in favour of current vogues (Black studies, the social sciences, and media-oriented courses), the social service role imposed on academics, and student evaluations of teachers, which he regards as popularity polls and infringements on academic autonomy. The disruptive student riots show the impossibility of the university becoming a democracy analogous to that of the outside world.

Remediation, intended to combat student literary and mathematical deficiencies, is identified as the expensive and ineffective principal problem of the open admissions concept. The breakdown of grading standards, which began when college was a shelter from the draft, now is linked to contract grading, the pass / fail system, reexaminations, and grade inflation. The spectacle of humanities professors scrambling to satisfy student desires in the academic supermarket prompts the author's description of his English Department as "a remediation station... a welfare agency to make illiterates vocal... an entertainment center."

On the political side, Wagner argues that a new racism flows from U.S. government policies on minorities — essentially indefinable but politically vociferous groups seeking preferential treatment — and that affirmative action laws translate equality of opportunity into numerical equivalence in academic staffing practices, with the inevitable leveling effect.

Who is to blame for the success of these self-destructive tendencies in higher education? Apart from weak administrators, Wagner places the responsibility on those aberrant liberals among the professoriate whose anti-intellectual belief systems enable them simultaneously to enact the roles of transgressor (pseudo-revolutionary educational premises and the promotion of social instability) and policeman (the exercise of academic power and intolerance of free inquiry).

This a gloomy book, with its sustained chronicle of complaints about the decline of liberal education. The depression it induces in the reader may be moderated by the knowledge that CCNY's controversial open admissions policy has been narrowed since the book was written. Nevertheless, the lack of any reasoned defence of the place of the humanities in today's curriculum and of any constructive suggestions for their revitalization are noticeable deficiencies of this book. Its chief recommendation is to get politics out of the university, although the author sees little indication of this happening at the present time.

James B. Hartman

dising, the product of close co-operation between a music school and a business school, and an interdisciplinary Music Engineering Technology program which integrates musical studies with physics, communications, psychology, and electrical engineering.



The visible activities of scholarly research, the production of knowledge, and the publication of results are highly valued activities in most academic institutions, and therefore are the objects of such external recognition as promotion and tenure, as well as the ground for the development of professional reputation. Teaching, however, a largely isolated and invisible activity, suffers by comparison in the academic reward system. Viewing teachers as a minority group—engaged in activities less worthy than those identified with the dominant strata—the American Sociological Association Project on Teaching Undergraduate Sociology is working to restore a sense worth to teachers through workshops, the development of information networks, the production and distribution of teaching materials, and general support and recognition of teachers of sociology. Discussions of curriculum, teacher development, and institutional support for sociology programs routinely appear in newsletters and in commercially published journals. The excitement and practical value of the sociological approach to society and its problems is a prominent feature of the teaching projects included in this Report. To provide a suitable climate for learning and to offer a solution to the difficult problem of reconciling professional academic standards with demands for vocational job opportunities is the aim of a training laboratory where students prepare papers for presentation at professional meetings and for publication. Another institution sponsors a regional conference for sharing the results of undergraduate research and provides rewards similar to those accorded professional activity. This Report also mentions two applications of computer simulation techniques: a modular-designed introductory course combining conceptual instruction and practical involvement through gamed simulation, the

Cont'd on page 18

Atlantic Report

Prince Edward Island

The University of Prince Edward Island Faculty Association has reached a salary settlement with the university's Board of Governors for the 1978-79 academic year. (The Faculty Association submits its salary proposals to the university ahead of the university's budget estimates which go before the Maritime Higher Education Commission.)

The salary settlement includes a seven per cent, across-the-board increase, with no change in the incremental system.

0.5 per cent of the salary budget will be set aside for promotions and merit. The university and the faculty association agreed to set up a committee to determine procedures and criteria by which merit awards will be made. A COLA clause, requested by the faculty association in its original proposal, was dropped during the negotiations.

The salary association is recognized by the University as bargaining agent for faculty outside the province's labour legislation. This "special plan" arrangement stipulates the following bargaining steps: negotiation, mediation and final selection arbitration.

The 1978-79 salary settlement was arrived at through the final selection process.

New Brunswick

The University of New Brunswick Faculty Association request for voluntary recognition as bargaining agent for faculty was turned down by the university's Board of Governors. As a result the faculty association and faculty committee on collective bargaining have been meeting to determine possible course for future action.

The Federation of New Brunswick Faculty Associations (FNBFA) is scheduled to meet the province's Premier, Richard Hatfield and the leader of the opposition, Robert J. Higgins. Among items slated for discussion with the Premier are the FNBFA brief on bilingualism in the province's universities, the level of financial support the province provides to the post-secondary education sector and examination of the Maritime Provinces Higher Education Commission's recent performance.

As in the past, the FNBFA is scheduled to prepare an analysis of

the province's university faculty salaries.

As a result of the CAUT's lifting censure, the first FNBFA meeting was held at Mt. Allison University. Prof. Claudia Whalen (Psychiatry, St. Thomas) was elected President of the Federation for this academic year.

At the University of Moncton, tentative agreement has been reached in the Islam dismissal case. A mail ballot poll of Council members will be carried out later this autumn to find out whether the solution is satisfactory. If the ballot result is positive, the year-old CAUT censure will be lifted.

At St. Thomas University, the faculty association is back at the bargaining table negotiating the 1977-78 collective agreement. Negotiations were recessed at the end of August.

At the moment, the faculty association is bound by the 1976-77 collective agreement, signed May 26 of this year, following year-long negotiations. When signed, the contract was made retroactive to July 1, 1976. It contains clauses governing various arbitration procedures, "continuing rights", maternity leave, and salary scales which according to Professor V. Donovan, faculty association president, "fit in general salary structures in the Maritimes." I.C.

RESEARCH...from p.14

missions to report before the research is published.

However, the particular question of academics doing research on behalf of a security or intelligence agency, Canadian or foreign, has not been adequately dealt with in Canada. A tough freedom of information act may improve the situation in this country, just as it has been instrumental in unveiling some of the more unsavoury experiences in the U.S. Meanwhile, with more faculty associations turning towards collective bargaining, clauses dealing with faculty engaging in government intelligence research may find their way into faculty collective agreements.

Postscript: The Central Intelligence Agency, as recently as last month

reviewed testing procedures to determine if drugs such as cocaine and L.S.D. made people more susceptible to hypnosis, according to C.I.A. reports.

That disclosure was in the latest batch of heavily censored documents released by the agency on its controversial mind-control experiments.

Officials of at least 18 universities have acknowledged receiving letters from the C.I.A. stating that their institutions — or persons affiliated with them — may have participated in the secret experiments.

Among the latest institutions to acknowledge receiving such letters are: University of California at Los Angeles, Cornell University, University of Denver, University of Illinois, McGill University, University of Oklahoma, and University of Texas.

C.A.U.T. FLIGHTS — POINTS OF INTEREST

(Prepared by Finlay Travel Ltd)

Over the past 16 years, thousands of C.A.U.T. members have taken advantage of the low rates obtained by travelling on C.A.U.T. Affinity and Sabbatical Groups to Europe and the South Pacific. Although the old 1960's rate of \$95.00 one way to London has disappeared forever, very substantial savings still exist. Two examples: (a) A year duration economy ticket to Sydney. Australia from Toronto is \$1,952.00; a C.A.U.T. group ticket costs just \$1,191.00 return. (b) A six months duration economy flight from Vancouver to Paris is \$1,130.00; the group flight by C.A.U.T. costs just \$666.00 return. C.A.U.T. groups are not charter flights, they operate on regular scheduled airlines, so children (2-11 years of age) pay only 50% (infants pay only 10% of the gateway fare — Montreal or Vancouver).

The government recently changed the customs regulations. It is now possible to arrange sabbatical flights for exactly one year, enabling members to import duty free, large items such as automobiles (to an individual value of \$7,500.00; beyond this amount normal duty tariff prevails).

C.A.U.T. has the ability to arrange special groups at members' request to any destination in the world, provided minimum numbers are reached: 20 on the North Atlantic, 15 on the South Pacific and 15 on South America.

All C.A.U.T. groups are booked on regular scheduled airlines: British Airways, Air France, Air New Zealand, Pan American, Canadian Pacific and Air Canada. These companies are the major international airlines and use modern wide body jet aircraft such as the Boeing 747 "Jumbo", the Douglas DC10 and the Lockheed L-1011. Any delays that might occur for mechanical reasons, weather, etc., result in C.A.U.T. members being treated exactly as full fare paying passengers rather than as low fare charter units. These groups are scheduled to suit the academic year, unlike charter flights which are based on the general public's travelling requirements.

C.A.U.T.'s long association with Finlay Travel has provided many advantages for members over the years, among the most recent being: for Winter 1977/78, all Southern U.S.A. and Caribbean holidays are being reduced by 5%, exclusively for C.A.U.T. members and their families. For the 1978 Summer season, a 5% reduction on basic car hire in Europe is being offered on car hire companies chosen by Finlay Travel Limited.

The much publicized Skytrain, Skyrider and Pan Am Budget fares are only offered from U.S. gateways and are currently only for sale in the United States. Canadian originating passengers would have to find their own way to points such as New York at

full air fare and the deficiencies in the system prohibit precise planning inasmuch as in some cases prebooking is not possible. Line up six hours ahead of time and perhaps you get a seat — perhaps not. In other cases, reservations have to be made three weeks prior on the condition that a seat will be confirmed within the week of your chosen date of departure, or, again, you can choose to appear three hours ahead of flight departure time and perhaps get a seat on a stand-by basis. These conditions of booking apply in both directions and while they could offer fare savings to travellers with a great deal of flexibility, caution should be exercised by family units since any delays in obtaining stand-by seats could result in heavy hotel accommodation charges at both ends of your travel.

FURTHER COMPARISONS: Using family of four (2 adults and 2 children, ages 2-11).

More than 60 days

NORMAL FARE

Peak Season effective June 01/Sept. 15

60 day stay or longer

Discount for children is 50%

Toronto/London/Toronto

@870.00/adult 1,740.00 CDN

@435.00 / child 870.00 CDN

Tax @ 8.00/adult 16.00 CDN

Tax @ 4.00 / child 8.00 CDN

TOTAL FOR FAMILY: 2,634.00 CDN

Family of three (2 adults, 1 child):

2,195.00 CDN

Two adults: 1,756.00 CDN

One adult plus 1 child: 1,317.00 CDN

One adult: 878.00 CDN

C.A.U.T. GROUP FARE

Peak Season effective June 01/Sept. 15

60 day stay or longer

Discount for children is 50%

Toronto/London/Toronto

@561.00/adult 1,122.00 CDN

@280.50 / child 561.00 CDN

Tax @ 8.00/adult 16.00 CDN

Tax @ 4.00 / child 8.00 CDN

TOTAL FOR FAMILY: 1,707.00 CDN

(Savings \$772.50) 1,422.50 CDN

(Savings \$618.00) 1,138.00 CDN

(Savings \$463.50) 853.50 CDN

(Savings \$309.00) 569.00 CDN

Administration fee of \$10.00 per individual or \$15.00 per family will be charged for each C.A.U.T. group fare booking.

Less than 60 days

CHARTER CLASS FARES

For a stay of 60 days or less, the most economical fare in most instances (depending on airline and routing) is the Charter Class Fare (CCF). No discount for children on CCF fares, but 50% of 22/45-day excursion will apply provided the stay overseas is not less than 22 days and not more than 45 days. No charge for infants under the age of two. Charter Class fares must be booked 45 days or more in advance.

Example:

Family of 2 adults and 2 children (ages 2-11 incl.), travelling Toronto/London/Toronto September 15th and staying for one month:

Adults:	2	@ 339.00 CCF	678.00
Tax	2	@ 8.00	16.00
Children:	2	@ 215.50	
22/45-day excursion fare			431.00
Tax	2	@ 4.00	8.00
			1,133.00

COMPARISON: Using family of four (2 adults and 2 children, ages 2-11 incl.)

PAN AMERICAN BUDGET FARE

Low season effective

Sept. 15

No discount for children

New York/London/New York

@ 256.00 U.S./person 1,024.00 U.S.

Tax @ 3.00 U.S./person 12.00 U.S.

1,036.00 U.S.

Convert to Canadian

Funds 8% 1,119.00 CDN.

Plus:

Toronto/New York/Toronto

@ 108.00/adult 216.00 CDN

@ 72.00 / child 144.00 CDN

Tax @ 11.00/adult 22.00 CDN

@ 8.75 / child 17.50 CDN

TOTAL FOR FAMILY: 1,518.50 CDN

C.A.U.T. GROUP FARE

Low season effective

Sept. 15

Discount for children is 50%

Toronto/London/Toronto

@ 448.00/adult 896.00 CDN

@ 224.00 / child 448.00 CDN

Tax @ 8.00/adult 16.00 CDN

Tax @ 4.00 / child 8.00 CDN

TOTAL FOR FAMILY: 1,368.00 CDN

Fares are subject to change and subject to Government approval.

TEACHING...from p.16

other following the basic statistics and research - oriented methods components with an introduction to SIMSEARCH, a computer simulation system dealing with decision making in research problems of current interest to students. A variety of other instructional gambits designed to overcome the rigidity of the textbook-plus-lecture system, student passivity, and the impersonal character of much current education are also presented: an individual learning contract system for students conducting field work in social science areas, a courtroom-classroom where students "prosecute" and "defend" social issues, practical involvement with pressure groups and social agencies, and group-produced multimedia projects.

This Report raises the crucial question: Does improved teaching really count? Apparently not, ac-

cording to two recent studies which show that teaching is not among the chief criteria used to reward faculty behaviour. For promotion, the number of publications holds top place, followed by department chairmen evaluations, committee evaluation, and student ratings. Evidence about teaching, such as evaluation of course syllabi, colleague appraisals, and evidence of student learning has little to do with faculty advancement, for the most part.

On the other hand, while most faculty members express a strong commitment to teaching and prefer that it should count as much as research and publication, they identify smaller classes, lighter loads, better facilities, and released time as the most effective ways to improve teaching. Among the less popular methods are those involving a personal commitment in time and energy, such as participation in

seminars or workshops on teaching and learning, and the publication of newsletters about teaching innovations. In short, improved teaching is neither important in rewarding faculty nor desired by the faculty on the level of personnel involvement. The explanation may lie in the emphasis placed on methodologies and process at the expense of outcomes and criteria by which improved instruction might be determined. Increased commitment to the cause of improved teaching therefore must await an increased understanding of the nature of learning and its relation to the activity of teaching that stimulates it.

J.B.H.

1978 CAUT FLIGHT PROGRAMME

1978 AFFINITY GROUP FLIGHTS - EUROPE

MONTREAL/LONDON/AMSTERDAM/LONDON/MONTREAL via BA				MONTREAL/LONDON/AMSTERDAM/LONDON/MONTREAL via BA			
REF. NO.			DURATION				
ML 508	May 08 (Mon.) - Sep 01 (Fri.)		116 days	YM 628	Jun 28 (Wed.) - Jun 28 (Thu.)		1 year
ML 530	May 30 (Tue.) - Sep 01 (Fri.)		94 days	YM 731	Jul 31 (Mon.) - Jul 31 (Tue.)		1 year
ML 629	Jun 29 (Thu.) - Sep 01 (Fri.)		64 days	YM 830	Aug 30 (Wed.) - Aug 30 (Thu.)		1 year
TORONTO/LONDON/AMSTERDAM/LONDON/TORONTO via BA				*YM 915	Sep 15 (Fri.) - Sep 15 (Sat.)		1 year
TL 509	May 09 (Tue.) - Sep 01 (Fri.)		115 days	TORONTO/PARIS/TORONTO via Air France			
TL 531	May 31 (Wed.) - Sep 01 (Fri.)		93 days	*Y1901	Sep 01 (Fri.) - Sep 01 (Sat.)		1 year
TL 628	Jun 28 (Wed.) - Sep 01 (Fri.)		65 days	MONTREAL/PARIS/MONTREAL via Air France			
MONTREAL/PARIS/MONTREAL via Air France				YM 828	Aug 28 (Mon.) - Aug 28 (Tue.)		1 year
MP 510	May 10 (Wed.) - Aug 24 (Thu.)		106 days	MONTREAL/ZURICH/MONTREAL via Air France			
MP 524	May 24 (Wed.) - Sep 06 (Wed.)		105 days	YM 827	Aug 27 (Sun.) - Aug 27 (Mon.)		1 year
MP 627	Jun 27 (Tue.) - Aug 29 (Tue.)		63 days	Weekend Surcharge Applies			
TORONTO/PARIS/TORONTO via Air France				Connecting flights will be booked from all Canadian Cities. Group Air Fares will apply from most departure points throughout Canada. Please see rate schedule for details.			
TP 511	May 11 (Thu.) - Aug 24 (Thu.)		105 days	RETURN AIR FARES FROM			
TP 522	May 22 (Mon.) - Aug 24 (Thu.)		94 days	to LONDON or AMSTERDAM PARIS ZURICH			
MONTREAL/ZURICH/MONTREAL via Air France					Low Season	High Season	Low Season
MZ 524	May 24 (Wed.) - Sep 06 (Wed.)		105 days				High Season
1978 SABBATICAL GROUP FLIGHTS - EUROPE							
REF. NO.			DURATION				
YT 105	Jan 05 (Thu.) - Jul 31 (Mon.)		207 days	Vancouver	\$538.00	\$666.00	\$544.00
YT 530	May 30 (Tue.) - Dec 02 (Sat.)		186 days	Edmonton	\$508.00	\$631.00	\$514.00
YT 627	Jun 27 (Tue.) - Jun 27 (Wed.)		1 year	Calgary	\$508.00	\$631.00	\$514.00
YT 629	Jun 29 (Thu.) - Dec 15 (Fri.)		169 days	Regina	\$508.00	\$631.00	\$514.00
YT 801	Aug 01 (Tue.) - Aug 01 (Wed.)		1 year	Saskatoon	\$508.00	\$631.00	\$514.00
YT 831	Aug 31 (Thu.) - Aug 31 (Fri.)		1 year	Winnipeg	\$473.00	\$591.00	\$484.00
YT 905	Sep 05 (Tue.) - Dec 19 (Tue.)		105 days	Toronto	\$448.00	\$561.00	\$454.00
YT 915	Sep 15 (Fri.) - Sep 15 (Sat.)		1 year	Montreal	\$424.00	\$537.00	\$430.00
YT 104	Jan 04 (Thu.) - Jul 31 (Tue.) 1979		208 days	Halifax	\$449.00	\$562.00	\$455.00

For cities not included, group air fare will be calculated over closest "Group Fare" departure point, e. g. originating in Charlottetown, regular fare to Moncton, then group fare.

PLEASE NOTE:-

- 1.) The "Low Season" fare will be charged for all departures except those occurring between June 1st and Sept. 14th.
- 2.) No stopovers are permitted either in Toronto or Montreal for flights to and from Europe.

3. All fares quoted are per current Tariffs and are subect to change. Fares shown are per adult plus \$8.00 Canadian Transportation Tax. Children 2 - 11 years of age pay 50% of fares shown plus \$4.00 Canadian Transportation Tax. Infants under 2 years of age pay 10% of Montreal departure fares regardless of point or origin.

- *4.) Weekend surcharge will apply for Eastbound flights departing Fridays or Saturdays, Westbound flights departing Saturdays or Sundays. (\$5.00 to/from London/Amsterdam; \$15.00 to/from Paris; \$15.00 to/from Zurich)

1977/1978 AFFINITY GROUP FLIGHTS - SOUTH PACIFIC

LOS ANGELES/SYDNEY/LOS ANGELES				LOS ANGELES/AUCKLAND/LOS ANGELES			
REF. NO.			DURATION				
1977				1978			
S 1226	Dec. 26 (Mon.) - Aug. 23 (Wed.)		240 days	A 102	Jan. 02 (Mon.) - Jul. 05 (Wed.)		184 days
1978				TA 106	Jan. 06 (Fri.) - Apr. 08 (Sat.)		92 days
S 102	Jan. 02 (Mon.) - Jul. 05 (Wed.)		184 days	A 626	Jun. 26 (Mon.) - Jun. 26 (Tue.)		1 year
TS 106	Jan. 06 (Fri.) - Apr. 08 (Sat.)		92 days	TA 630	Jun. 30 (Fri.) - Jan. 03 (Wed.)		187 days
TS 318	Mar. 18 (Sat.) - Apr. 22 (Sat.)		35 days	TA 701	Jul. 01 (Sat.) - Aug. 26 (Sat.)		56 days
S 626	Jun. 26 (Mon.) - Jun. 26 (Tue.)		1 year	A 901	Sep. 01 (Fri.) - Sep. 01 (Sat.)		1 year
TS 630	Jun. 30 (Fri.) - Jan. 03 (Wed.)		187 days	TA 1209	Dec. 09 (Sat.) - Jan. 19 (Fri.)		41 days
TS 701	Jul. 01 (Sat.) - Aug. 26 (Sat.)		56 days	TA 1215	Dec. 15 (Fri.) - Jan. 12 (Fri.)		28 days
S 901	Sep. 01 (Fri.) - Sep. 01 (Sat.)		1 year	TA 1220	Dec. 20 (Wed.) - Mar. 16 (Fri.)		86 days
TS 1103	Nov. 03 (Fri.) - Jan. 27 (Sat.)		85 days	FARES from:			
TS 1249	Dec. 09 (Sat.) - Jan. 02 (Tue.)		24 days		to SYDNEY		to AUCKLAND
TS 1209	Dec. 09 (Sat.) - Jan. 19 (Fri.)		41 days	Vancouver	\$ 867.00		\$ 807.00
TS 1216	Dec. 16 (Sat.) - Jan. 26 (Fri.)		41 days	Los Angeles	\$ 867.00		\$ 807.00
TS 1220	Dec. 20 (Wed.) - Mar. 16 (Fri.)		86 days	Calgary	\$ 991.00		\$ 931.00
LOS ANGELES/AUCKLAND/LOS ANGELES				Edmonton	\$1,003.00		\$ 943.00
1977				Regina	\$1,057.00		\$ 997.00
A 1226	Dec. 26 (Mon.) - Aug. 23 (Wed.)		240 days	Winnipeg	\$1,107.00		\$1,047.00
				Toronto	\$1,191.00		\$1,131.00
				Montreal	\$1,222.00		\$1,162.00

PLEASE NOTE:

1. No stop-overs permitted
2. All fares quoted are per current Tariffs and are subject to change. Fares shown are per adult plus \$8.00 Canadian Transportation Tax. Children 2 - 11 incl. pay 50% of fares shown plus \$4.00 Canadian Transportation Tax. Infants under 2 years of age pay 10% of the Los Angeles/Vancouver fare regardless of point of origin.

Vacancies

ACCOUNTANCY

CONCORDIA UNIVERSITY. Department of Accountancy. The Department of Accountancy is seeking faculty members. Candidates should possess their Doctorate or be near completion of Doctorate requirements; some experience is desirable. The department stresses teaching excellence but a strong research interest and capability is expected. If you desire a challenging position in an exciting environment with unlimited opportunities, please send vita including names of references to Dr. Neal R. Van Zante, Concordia University, 1455 de Maisonneuve Blvd. West, #N-583, Montreal, Quebec H3G 1M8. Effective date of appointment: June or September 1978. Deadline date for applications is December 31, 1977.

ADMINISTRATION

THE UNIVERSITY OF CALGARY. Faculty of Law. Chair of Natural Resource Law. Applications are invited for the Chair which has been instituted to foster a strong and comprehensive program of Canadian natural resource law. Significant experience in teaching, in the practice of law and/or in government service related to natural resource law is considered essential. The appointment which is renewable will be made initially for a period of up to five years. Salary negotiable. Applications together with a full personal resume, or further inquiries to Dean John McLaren, Faculty of Law, University of Calgary, 2920 - 24th Ave. N.W., Calgary, Alberta T2N 1N4. Application deadline: October 31st, 1977.

KING'S COLLEGE. Office of the Dean. Academic Dean. Qualifications should include an earned doctorate and a record of successful teaching, administration and publication. To be responsible for review, modification and implementation of all academic programs of the College including research programs; to direct the drafting of academic budget proposals and to oversee the implementation of the academic budget; to develop criteria and policies for academic standards at the College; to be responsible for long and short range planning of the College; to be responsible for academic counselling of students, and to be responsible for all academic appointments to the College. Applications, including the names of three referees, should be sent to: Dr. J.D. Morgan, Principal, King's College, 2-6 Epworth Avenue, London, Ontario N6A 2M3. Effective date of appointment: July 1, 1978.

UNIVERSITY OF WATERLOO. Department of Economics. Applications are being accepted for the position of Chairman, Department of Economics. Qualifications required: Senior economist with Canadian experience. Nature of Duties: Departmental administration teaching and research. Salary commensurate with qualifications and experience. Inquiries should be sent to Dean J.S. Minas, Faculty of Arts, University of Waterloo, Waterloo, Ontario N2L 3G1. Effective date of appointment: From 1st May 1978 to 1st September 1978. Closing date for receipt of applications: 1st November 1977.

AGRICULTURAL ENGINEERING

UNIVERSITY OF GUELPH. Agricultural Engineering. 1. Academic rank in accordance with qualifications and experience. 2. Qualifications required: Ph.D. preferred with experience in Agricultural Mechanization. 3. Nature of duties: Teaching of undergraduate and graduate courses, and research in the agricultural mechanization area. 4. Salary commensurate with qualifications and experience. 5. Send inquiries to Dr. J.R. Ogilvie, Director, School of Engineering, University of Guelph, Guelph, Ontario N1G 2W1. 6. Effective date of appointment: Summer 1978. 7. Closing date for receipt of applications: December 1st, 1977.

ANTHROPOLOGY

THE UNIVERSITY OF ALBERTA. Department of Anthropology. Applications are invited for a possible permanent joint position in cultural anthropology and religious studies at a junior assistant professor rank, Ph.D. required. Teaching duties to include introductory anthropology and religions of Western Canada. Both women and men applicants will be considered. Applications with curriculum vitae and the names of three referees should be sent to Dr. C.R. Wilson, Chairman, Department of Anthropology, University of Alberta, Edmonton, Alberta T6G 2E1.

UNIVERSITY OF BRITISH COLUMBIA. Department of Anthropology and Sociology. Anthropology / Archaeology. Vacancies leading to permanent posts. Applicants should have expertise or main interests in at least one of: Canadian studies including ethnic communities, Oceania, South or South-east Asia, East Asia; AND one of: quantitative methodology, linguistics, structural studies, museology, cultural ecology. The Department reserves the right to make appointments outside the strict terms of this advertisement. Full curriculum vitae and informative covering letter to the Head, Department of Anthropology and Sociology, University of British Columbia, Vancouver, B.C. V6T 1W5 before 31 December 1977.

UNIVERSITY OF LETHBRIDGE. Department of Anthropology. 1. Title of Position: Assistant professor. 2. Qualifications required: Ph.D. in anthropology. 3. Nature of duties: Teaching at the undergraduate level; on-going research activity. Areas of competence will ideally include: contemporary Canadian communities, race and ethnicity, urban anthropology, social change, economic anthropology, as well as archaeology or physical anthropology at an introductory level. 4. Salary offered: Minimum of \$18,197 in 1977/78. 5. Person to whom inquiries should be sent: Dr. Keith Parry, Chairman, Department of Anthropology, The University of Lethbridge, Lethbridge, Alberta T1K 3M4. 6. Effective date of appointment: July 1, 1978. 7. Closing date for receipt of applications: December 31, 1977.

McMASTER UNIVERSITY. Department of Anthropology. McMaster University, Department of Anthropology seeks a person of high scholarly standing with research experience in Oceania (topical specialization open) for a senior position. Canadian experience preferred. Fully competitive salary. Send curriculum vitae and names of three referees to: Dr. R. Preston, Chairman, Department of Anthropology, McMaster University, 1280 Main St. West, Hamilton, Ontario L8S 4L9. Effective date of appointment: Fall 1978.

AUDIOLOGY

THE UNIVERSITY OF ALBERTA. Department of Speech Pathology and Audiology. The Department of Speech Pathology and Audiology of the University of Alberta has a potential opening for an audiologist. Ph.D. required. Duties include teaching, clinical supervision, and involvement in research. Salary open. Applicants should send resumes immediately to: Dr. James N. Neelley, Chairman, Department of Speech Pathology and Audiology, Corbett Hall, University of Alberta, Edmonton, Alberta T6G 2G4.

BIOCHEMISTRY

UNIVERSITY OF OTTAWA. Department of Biochemistry. 1. Associate or Assistant Professor. 2. Ph.D. and/or M.D. with experience in research. Bilingualism an asset. 3. Participation in teaching of medical, science and graduate students; development of a research programme. 4. Salary according to qualifications at the Assistant

Postes vacants

or Associate Professor level in the Department of Biochemistry, a joint Department of the Faculty of Medicine and the Faculty of Science and Engineering. 5. Send curriculum vitae and names of three persons willing to provide a reference to: Dr. J. Himms Hagen, Chairman, Department of Biochemistry, Faculty of Medicine, University of Ottawa, 275 Nicholas Street, Ottawa, Ontario, Canada K1N 9A9. 6. Effective date of appointment: during academic year 1977-78 or later. 7. Closing date for receipt of applications: When position filled.

UNIVERSITY OF TORONTO. Department of Biochemistry. Research Associate in Biochemistry. Applications are invited for the position of Research Associate (Professional Assistant as defined by MRC of Canada) in the laboratory of Dr. T. Hofmann (Department of Biochemistry, University of Toronto, Toronto, Canada, M5S 1A8). Duties will be in the area of structure, function and mechanism of proteins. Salary according to experience. Minimum at present \$13,735.00 for a person with two-years postdoctoral experience. Applicants should send a curriculum vitae and letters of reference or the names of referees to Dr. T. Hofmann at the above address as soon as possible. The position is vacant at present.

BUSINESS ADMINISTRATION

DALHOUSIE UNIVERSITY. School of Business Administration. Appointment in Accounting. Applications are invited for a position in Accounting. Candidates with Ph.D. preferred. Responsibilities will include undergraduate and MBA assignments for 9 hours, active pursuit of research and minimal administration. Rank and Salary will depend upon the candidate's qualifications. Resume should be sent to G.R. Chesley, School of Business, Dalhousie University, Halifax, Nova Scotia B3H 3J5. Contract to begin July 1, 1978. Courses flexible.

DALHOUSIE UNIVERSITY. School of Business Administration. 1. Professor — rank open — Business Policy. 2. Ph.D. or Equivalent Experience. 3. Teaching and Research. 4. Salary Negotiable. 5. Applications to Dr. John H. Scheibelhut, Director, School of Business Administration, Dalhousie University, Halifax, Nova Scotia B3H 3J5. 6. Effective date of appointment: For academic year 1978/79.

UNIVERSITY OF NEW BRUNSWICK. School of Administration. Applications are invited for the following undergraduate teaching positions: Accounting, Finance, Management-Organizational Behaviour, Marketing and Policy. Qualifications required are Ph.D. or Ph.D. candidate or equivalent. Duties involve undergraduate teaching and research. Rank and salary are based on the candidate's qualifications and experience. Direct replies to the Director, School of Administration, University of New Brunswick, Fredericton, New Brunswick, E3B 5A3. Appointments effective July 1, 1978 (possibly January 1, 1978).

MEMORIAL UNIVERSITY OF NEWFOUNDLAND. School of Business Administration and Commerce. The School requires faculty in the following areas: Personnel / Industrial Relations, Small Business Management, General Management, Business Policy, Accounting, Marketing, An M.B.A. programme is planned for implementation in September, 1978. The undergraduate B. Comm. degree is a co-operative programme which is admitting increasing numbers each year. Rank and salary are competitive and negotiable. Please send application, resume, transcription and references to: G.A. Pynn, Director, School of Business Administration and Commerce, Memorial University of Newfoundland, St. John's, Newfoundland A1C 5S7.

SAINT MARY'S UNIVERSITY. Depart-

ment of Business Administration (Accounting). Applications are invited for faculty positions. Doctorate or near completion required. Graduate and undergraduate teaching and research. Rank and salary open. Contact: Dr. Rick C. Miner, Chairman, Department of Business Administration, Saint Mary's University, Halifax, Nova Scotia B3H 3C3. Positions open in January or September, 1978.

SAINT MARY'S UNIVERSITY. Department of Business Administration (Finance). Applications are invited for faculty positions. Doctorate or near completion required. Graduate and undergraduate teaching and research. Rank and salary open. Contact: Dr. Rick C. Miner, Chairman, Department of Business Administration, Saint Mary's University, Halifax, Nova Scotia B3H 3C3. Positions open in January or September, 1978.

SAINT MARY'S UNIVERSITY. Department of Business Administration (Information Systems / Computers). Applications are invited for faculty positions. Doctorate or near completion required. Graduate and undergraduate teaching and research. Rank and salary open. Contact: Dr. Rick C. Miner, Chairman, Department of Business Administration, Saint Mary's University, Halifax, Nova Scotia B3H 3C3. Positions open in January or September, 1978.

SAINT MARY'S UNIVERSITY. Department of Business Administration (Management). Applications are invited for faculty positions. Doctorate or near completion required. Graduate and undergraduate teaching and research. Rank and salary open. Contact: Dr. Rick C. Miner, Chairman, Department of Business Administration, Saint Mary's University, Halifax, Nova Scotia B3H 3C3. Positions open in January or September, 1978.

SAINT MARY'S UNIVERSITY. Department of Business Administration. Management Science / Operations Research Quantitative Methods. Applications are invited for faculty positions. Doctorate or near completion. Graduate and undergraduate teaching and research. Rank and Salary open. Contact: Dr. Rick C. Miner, Chairman, Department of Business Administration, Saint Mary's University, Halifax, Nova Scotia B3H 3C3. Positions open in January or September, 1978.

SAINT MARY'S UNIVERSITY. Department of Business Administration (Marketing). Applications are invited for faculty positions. Doctorate or near completion required. Graduate and undergraduate teaching and research. Rank and salary open. Contact: Dr. Rick C. Miner, Chairman, Department of Business Administration, Saint Mary's University, Halifax, Nova Scotia B3H 3C3. Positions open in January or September, 1978.

SAINT MARY'S UNIVERSITY. Department of Business Administration. Production / Operations Management. Applications are invited for faculty positions. Doctorate or near completion required. Graduate and undergraduate teaching and research. Rank and salary open. Contact: Dr. Rick C. Miner, Chairman, Department of Business Administration, Saint Mary's University, Halifax, Nova Scotia B3H 3C3. Positions open in January or September, 1978.

CHEMISTRY

UNIVERSITY OF TORONTO. Department of Chemistry. (St. George Campus.) Applications are invited for post-doctoral positions in synthetic and mechanistic organosilicon chemistry. Salary from \$10,000 per annum. Send Curriculum Vitae and names of referees, to: Professor A.G. Brook, Department of Chemistry, University of Toronto, M5S 1A1.

CIVIL ENGINEERING

UNIVERSITY OF WATERLOO. Department of Civil Engineering. Applications are being accepted for the position of Assistant

Professor, but other ranks may be considered. Ph.D. required in the area of Soil Mechanics. Industrial and academic experience desirable. Duties include teaching and research. Salary pending on qualifications. Please address inquiries to Dr. T.H. Topper, Department of Civil Engineering, University of Waterloo, Waterloo, Ontario N2L 3G1. Effective date of appointment — when available. Closing date for receipt of applications is October 31, 1977.

COMMERCE

UNIVERSITY OF NAIROBI. Faculty of Commerce. Applications are invited from individuals who would be interested in a visiting appointment in the Faculty of Commerce, University of Nairobi, Nairobi, Kenya. Teaching and research interests should be in accounting, management science, organizational behavior, marketing or finance. Overseas experience would also be an advantage. Successful candidates will assume a leadership and training role in developing an indigenous faculty and will hold a Ph.D. with extensive teaching and research experience. Remuneration will be at the level of current Canadian salary, plus overseas allowance, housing, education allowance, return transportation, shipment of personal effects and storage of goods left in Canada. Apply in writing to Dr. John L. Brown, Faculty of Business Administration and Commerce, University of Alberta, Edmonton, Alberta T6G 2G1.

COMPUTING SCIENCE

CARLETON UNIVERSITY. Department of Systems Engineering and Computing Science. The Department of Systems Engineering and Computing Science has an opening for a half-time term appointment at the rank of Lecturer for someone with a background in information systems, real-time computing, or programming languages to teach undergraduate courses in Computing Science. Applications and curriculum vitae should be sent to the Chairman, Department of Systems Engineering and Computing Science, Carleton University, Ottawa, Canada K1S 5B6. The appointment will become effective January 1, 1978.

UNIVERSITY OF GUELPH. Department of Computing & Information Science. Applications are invited for a probationary appointment at the Assistant Professor level in Computing and Information Science. Candidates must have a Ph.D. degree in computing science or allied discipline. Teaching and / or industrial experience with a research commitment in applied system analysis or data base technology are desirable. Duties will include undergraduate teaching in introductory courses as well as any of the following: computer structures, operating systems, data bases, system analysis, programming languages, software engineering and data communications. Salary will be commensurate with qualifications and experience. Applicants should provide a complete curriculum vitae with the names of three referees to J.G. Linders, Chairman, Department of Computing and Information Science, University of Guelph, Guelph, Ontario, N1G 2W1. Effective date of appointment: starting before July 1, 1978.

CONSUMER STUDIES

UNIVERSITY OF GUELPH. Department of Consumer Studies (Foods). Lecturer. Master's degree in an appropriate area. Undergraduate teaching and research in the area of foods and food consumption in an interdisciplinary department of Consumer Studies. Salary negotiable. Apply to Dr. R.E. Vosburgh, Chairman, Department of Consumer Studies, University of Guelph, Guelph, Ontario, N1G 2W1. Appointment to commence July 1, 1978. Applications open until position is filled.

CURATOR

ROYAL ONTARIO MUSEUM. Museum Curatorship open: Far Eastern Department Senior Curatorial position open for specialist in East Asian Art and Archaeology (Chinese or Japanese Painting and Decorative Arts, Buddhist Arts of Asia, Indian and Southeast Asian Art and

Archaeology). Requirements: PhD or equivalent. Working knowledge or Chinese of Japanese language or both. French desirable. Museum experience, ideally combined with some teaching experience. Nature of duties: curatorial work with administrative possibilities. Cross-appointment for university teaching may be negotiated. Rank and salary: Commensurate with qualifications and experience. Applications: Please address applications and communications to Dr. James E. Cruise, Director, Royal Ontario Museum (Chairman of Search Committee), 100 Queen's Park, Toronto, Ontario, Canada M5S 2C6. Include complete and up-to-date C.V., with names and current addresses of three referees. Application deadline: January 15, 1978.

DENTISTRY

DALHOUSIE UNIVERSITY. Faculty of Dentistry. Applications are invited for a full-time position in Periodontics. Applicants must have specialty qualifications in Periodontics preferably a Masters or higher degree. Responsibilities of the appointee will be in the areas of undergraduate teaching, post-graduate teaching and research. Extra-mural private practice would be considered. Academic rank and salary will be dependent on qualifications and experience. Letters of application and curriculum vitae should be directed to: Dr. D.G. Pentz, Head, Division of Periodontics, Faculty of Dentistry, Dalhousie University, Halifax, Nova Scotia B3H 3J5.

MCGILL UNIVERSITY. Faculty of Dentistry. Applications are invited for a full time faculty position in the Department of Fixed Prosthodontics. Advanced training from an accredited post-doctoral program in prosthodontics with an emphasis in fixed prostheses is required. Clinical teaching experience is highly desirable. Applicants must be prepared to meet the requirements for licensure in the Province of Quebec. Academic rank and salary of the successful applicant will be dependent upon qualifications and experience. Enquiries, accompanied by curriculum vitae, will be received in confidence by: Chairman, Search Committee, Department of Fixed Prosthodontics, McGill University Faculty of Dentistry, 3640 University Street, Montreal, Quebec, Canada H3A 2B2.

MCGILL UNIVERSITY. Faculty of Dentistry. Applications are invited for a full-time teaching position in the pre-clinical and clinical areas in the Department of Operative Dentistry. Such applications may also be considered for the Chairmanship of this department which is now vacant. Candidates must be eligible for licensure by the Order of Dentists of Quebec, and be prepared to fulfill French language requirements. Applicants must be graduates of an accredited dental program and preferably, have graduate training in Restorative Dentistry. Preference will be given to those applicants who have private practice and teaching experience. Academic rank and salary will be commensurate with qualifications and experience. Please send curriculum vitae with references to: Chairman, Search Committee, Dept. Operative Dentistry, McGill University, 3640 University Street, Montreal H3A 2B2.

ECONOMICS

CANADIAN ENERGY RESEARCH INSTITUTE. Economists. The Institute is developing its program of economics research pertaining to the uses and sources of energy and is seeking additional experienced research personnel on annual or longer-term contract. The qualifications for the positions to be filled are a graduate degree in economics, ten or more years of economics research or equivalent experience, preferably in the energy or natural resources field, and a capacity to provide supervision and leadership to other research staff. Some training in engineering or the physical sciences would be desirable. Salary: Depending on qualifications and experience. Reply, in confidence, stating experience, education and salary expectations to: Executive Director, Canadian Energy Research In-

stitute, Seventh Floor, Library Tower, University of Calgary, Calgary, Alberta, T2N 1N4.

UNIVERSITY OF EDINBURGH. Centre of Canadian Studies. The Centre of Canadian Studies announces a post as Visiting Professor in the general field of Canadian economic policy. The post would be particularly suitable for a distinguished senior scholar or public servant. Enquiries or applications, including a brief c.v. and the names of two referees, should be sent as soon as possible to the Secretary to the University, Old College, South Bridge, Edinburgh, EH8 9YL, from whom further particulars may be obtained. Effective date of appointment: from October 1979 for approximately twelve months. This vacancy will remain open until the position is filled. Please quote Reference 8/77.

SAINT MARY'S UNIVERSITY. Department of Economics. Applications are invited for faculty positions. Doctorate or near completion required. Graduate and undergraduate teaching and research. Rank and Salary open. Contact: Dr. Doug MacFarlane, Chairman, Department of Economics, Saint Mary's University, Halifax, Nova Scotia B3H 3C3. Positions open in January or September 1978.

UNIVERSITY OF WATERLOO. Department of Economics, Faculty of Arts. Applications are being accepted for full time, part time, visiting appointments, in Accounting in established undergraduate, mainly cooperative (work/study) programs offering a full range of accounting courses. Rank and salary are dependent upon professional and academic qualifications and experience. If interested, please send resume to or phone: Professor H. Herauf, Director, Accounting Program, Department of Economics, University of Waterloo, Waterloo, Ontario N2L 3G1. Tel.: (519) 885-1211, ext. 2423. Commencing January 1, 1978. Closing date for receipt of application is October 30, 1977.

EDUCATION

MEMORIAL UNIVERSITY OF NEWFOUNDLAND. Faculty of Education. Department of Educational Administration. Position: Assistant or Associate Professor in Educational Administration. Qualifications: Doctorate in Educational Administration with a strong background in research and statistics and educational planning. Nature of Duties: Graduate and undergraduate teaching, supervision of graduate students at the master's level and participation in research. Salary: Dependent upon qualifications and experience. Apply to: Dr. Llewellyn Parsons, Head, Department of Educational Administration, Faculty of Education, Memorial University of Newfoundland, St. John's, Newfoundland A1C 5S7. Include curriculum vitae and names of three referees. Effective date of Appointment: 1st January 1978. Deadline for Applications: When position filled.

ELECTRICAL ENGINEERING

UNIVERSITY OF WATERLOO. Department of Electrical Engineering. For the 1977-78 academic year applications are invited for post-doctoral fellowships, research associateships and visiting professorships in the following areas: circuits and computer aided design; systems and control; power engineering; solid state electronics electromagnetic engineering; bio-engineering and computer engineering. These appointments are for one or two year terms and are funded in full or in part from research grants and/or contracts. Inquiries should be sent to Prof. K.D. Srivastava, Electrical Engineering, University of Waterloo, Waterloo, Ontario N2L 3G1. Effective date of appointment: Sept. 1, 1977.

ENGINEERING SCIENCE

THE UNIVERSITY OF WESTERN ONTARIO. Faculty of Engineering Science. Applications are invited for the

THE UNIVERSITY OF CALGARY

POST-DOCTORAL FELLOWSHIP IN MOLECULAR BIOLOGY

DIVISION OF MEDICAL BIOCHEMISTRY, UNIVERSITY OF CALGARY

A post-doctoral fellowship funded by the Medical Research Council of Canada is available in Professor G.H. Dixon's group in the Division of Medical Biochemistry, Faculty of Medicine, The University of Calgary in October 1977. Applicants should hold a PhD degree preferably awarded in 1976 or 1977.

The post-doctoral fellowship would be for work on the molecular basis of gene expression during differentiation and would involve characterization of messenger RNA's, cloning of selected genes and a study of DNA-binding proteins with potential control functions in gene expression. The fellowship would be for 2 years and the salary would be on the M.R.C. scale (\$12 - \$14,000.00 per annum).

Applicants should forward a Curriculum Vitae and names of three referees to Dr. G.H. Dixon, Division of Medical Biochemistry, Faculty of Medicine, Health Sciences Centre, The University of Calgary, Calgary, Alberta, Canada T2N 1N4.



position of Assistant Professor. Candidates should have a Ph.D. or equivalent with a chemical engineering background and experience in environmental engineering. Experience in the modelling aspects of water quality or solid wastes would be an advantage. Duties will involve undergraduate and graduate teaching in the Faculty of Engineering Science and participation in appropriate research activities. Applications should be accompanied by a curriculum vitae and the names of three references and should be sent to: Dean A.I. Johnson, P. Eng., Faculty of Engineering Science, The University of Western Ontario, London, Canada, N6A 5B9. Appointment will initially be contractually limited to terminate on June 30, 1980.

ENGLISH

THE UNIVERSITY OF MANITOBA. Department of English. Applications are invited for a senior position in Shakespeare and Renaissance drama. Applicants should have distinguishing publications in this area and experience teaching and supervising graduate students. Rank and salary will be commensurate with qualifications and experience. The appointment, subject to the availability of funds, would be effective July 1, 1978. Applications should be sent to Professor John T. Ogden, Acting Head, Department of English, University of Manitoba, Winnipeg, Manitoba, R3T 2N2. The closing date for receipt of applications is December 1, 1977.

WILFRID LAURIER UNIVERSITY. Department of English. Applications are invited from specialists in Renaissance Drama (including Shakespeare) and/or Seventeenth Century (preferably with an interest in Milton). An appointment will be made of an associate or full professor. Successful experience in university teaching and substantial publication are essential. Since the appointment involves the possibility of election as chairman for a three-year term (renewable), administrative experience will be considered a definite asset. Rank and salary will depend on qualifications. Send letter of application and curriculum vitae to the Chairman to the Selection Committee, Department of English, Wilfrid Laurier University, 75 University Avenue West, Waterloo, Ontario N2L 3C5. Apply before November 1, 1977. Duties will begin July 1, 1978.

GENETICS

THE UNIVERSITY OF ALBERTA. Department of Genetics. Plant Geneticist—Assistant Professor position. Duties include teaching, supervising graduate students, and research in plant genetics. Facilities include plant growth chambers, a field laboratory, and a laboratory for genetics research whether molecular, cytogenetic or evolutionary. Send résumé before 1 November 1977 and three letters of reference to: R.C. von Borstel, Chairman, Genetics Department, University of Alberta, Edmonton, Alberta, Canada, T6G 2E9. Effective date of appointment: 1 July 1978.

HISTORY - HISTOIRE

THE ONTARIO INSTITUTE FOR STUDIES IN EDUCATION. Department of History and Philosophy of Education. Applications are invited for a six-month sessional appointment in the area of the History of Canadian Education with emphasis on one or more of the following: (1) political culture; (2) French Canada (3) main currents in North American educational thought and, (4) American educational theory. The successful candidate will be required to have a Ph.D. in hand. Teaching experience is an essential condition, while evidence of post-doctoral scholarly commitment and publication would be looked upon favorably. He/she will be required to teach 12 hours per week (four half-courses). Rank and salary based on qualifications and experience. Applications should be sent to Dr. Ian Winchester, Chairman, Department of History and Philosophy of Education, Ontario Institute for Studies in Education, 252 Bloor Street West, Toronto, Ontario, M5S 1V6. Deadline for applications is November 15, 1977.

UNIVERSITY OF OTTAWA. History Department. The History Department of the University of Ottawa has openings for two professors. 1. History of Canada since 1867 — teaching in French. 2. History of Europe before 1650 — teaching in French and English. Ph.D. required. Conditions according to the collective agreement and subject to budgetary restrictions. Send curriculum vitae to Chairman, Department of History, University of Ottawa, 147 Wilbrod, Ottawa, Ontario K1N 6N5. Effective date of appointment: as of July 1, 1978. Closing date for applications: when the positions are filled.

UNIVERSITÉ D'OTTAWA. Département d'Histoire. Le Département d'Histoire de l'Université d'Ottawa cherche deux professeurs. 1. Histoire du Canada après 1867 — enseignement en français. 2. Histoire de l'Europe avant 1650 — enseignement en français et en anglais. Le doctorat est exigé. Les conditions sont celles de la convention collective, en tenant compte de la situation budgétaire. Faire parvenir son curriculum vitae au Directeur, Département d'Histoire, Université d'Ottawa, 147 Wilbrod, Ottawa, Ont. K1N 6N5. Date de nomination: 1er juillet 1978. Le concours sera terminé lorsque l'engagement sera fait.

HOME ECONOMICS

THE UNIVERSITY OF ALBERTA. Faculty of Home Economics. Applications are invited for a full-time appointment in the Division of Clothing and Textiles. The Position is open to men and women. Duties will include teaching and research in clothing and textiles with specialization in some of the following: Economics, Marketing, Merchandizing, Consumer Studies. Ph.D. preferred. Salary and rank are negotiable dependent upon qualifications and experience. Letters of application along with a curriculum vitae should be sent to: Dr. A. Kernalguen, Chairman, Clothing & Textiles Division, Faculty of Home Economics, University of Alberta, Edmonton, Alberta T6G 2M8. Position must be filled on or before July 1, 1978. Closing date for applications: December 1, 1977.

INFORMATIQUE & RECHERCHE OPÉRATIONNELLE

UNIVERSITÉ DE MONTRÉAL. Département d'informatique et de recherche opérationnelle (I.R.O.). 1. Professeur de carrière et professeur invité. 2 Ph.D. ou l'équivalent en systèmes opératoires, langages de programmation, bases de données, informatique appliquée à la gestion, ou domaine connexe. 3. Enseignement aux trois cycles: B.Sc., M.Sc., Ph.D. 4. Salaire selon les qualifications et l'échelle de traitement de l'Université (échelles 76-77 et 77-78 en négociation). 5. Faire parvenir les demandes à Robert Cléroux, directeur, Département I.R.O., Université de Montréal, C.P. 6128, Succursale "A", Montréal H3C 3J7. Tél.: 514-343-7090. 6. Date de la nomination: durant 77-78 de préférence. 7. Date de clôture pour la réception des demandes: lorsque le(s) poste(s) sera(ont) comblé(s).

LIBRARY

UNIVERSITY OF GUELPH. Library. Librarian II (General Librarian) for the Science Division. Degree from an accredited Library School; preferably M.L.S., plus a Master's or Honours Bachelor's degree in Science are requirements. Experience in a university library an asset. Salary commensurate with qualifications and experience. Applications should be addressed to Miss. M.D. Cameron, Assistant Librarian for Personnel, The Library, University of Guelph, Guelph, Ontario N1G 2W1. Position to be filled November 1, 1977 or other date by agreement.

UNIVERSITY OF VICTORIA. Library. Deputy Librarian (Assistant University Librarian). Applicants must have a graduate degree in library science from an accredited school plus proven managerial ability at a senior level in a research library. They should have extensive experience in and thorough familiarity with library technical services and data-

processing, as well as a major commitment to public services objectives. Duties include substantial responsibility for the overall operation of the McPherson (main) Library and for the development of policies and procedures pertinent to the Library's role and goals. Good working conditions and fringe benefits. Salary dependent on qualifications but not less than \$32,500. Send detailed resume and have three letters of reference sent to: D.W. Halliwell, University Librarian, University of Victoria, P.W. Box 1800, Victoria, B.C. V8W 2Y3. Position open January 1, 1978. Applications accepted until November 15, 1977.

LINGUISTICS

THE UNIVERSITY OF ALBERTA. Department of Linguistics. Applications are invited for the position of assistant professor (tenure track). Qualifications required include Ph.D. completed, specialization in experimental psycholinguistics, competence in syntactic theory, background in experimental design and statistics, demonstrated commitment to research and teaching. Present salary minimum: \$17,625. The position is open to both men and women. Send letter of application, complete c.v., and names of three referees to Dr. D. Prideaux, Chairman, Department of Linguistics, University of Alberta, Edmonton, Alberta, Canada, T6G 2H1. Position commencing July 1, 1978. Closing date for applications is December 31, 1977.

MATHEMATICS

THE UNIVERSITY OF ALBERTA. Department of Mathematics. Two positions available at assistant professor level, tenure track. Preferred fields are applied statistics and modern applied mathematics. Must have a Ph.D. in mathematics, or statistics and a demonstrated capacity for teaching and research. Send vitae with references, reprints to M.S. Klamkin, Chairman, Department of Mathematics, University of Alberta, Edmonton, Alberta, T6G 3G1. Effective date of appointment: July 1, 1978.

MECHANICAL ENGINEERING

McMASTER UNIVERSITY. Department of Mechanical Engineering. An Assistant Professor is required in the Department of Mechanical Engineering. Industrial experience and education to the level of Ph.D. or equivalent is required. The duties are as follows: undergraduate and graduate teaching principally in industrial/production engineering and to complement such other areas of interest within the department as metalworking, development of the computer-aided manufacturing laboratory in conjunction with computer-aided design and research activities in the use of computers in the organization and control of manufacturing. The appointment will be initially for three years. Send a résumé and three references to: Professor J.N. Siddall, Chairman, Department of Mechanical Engineering, McMaster University, Hamilton, Ontario, L8S 4L7.

UNIVERSITY OF OTTAWA. Mechanical Engineering. Applications are invited for an assistant or associate professor in the area of solid mechanics — fracture mechanics. Doctorate degree required. Bilingualism (English and French) an asset. Duties to include undergraduate and graduate teaching and research. Rank and salary negotiable according to qualifications and experience. Application to include curriculum vitae, details of experience and names of referees. Apply to: Dr. A.S. Krausz, Chairman, Department of Mechanical Engineering, University of Ottawa, Ottawa, Ontario K1N 6N5.

MEDICINE

THE UNIVERSITY OF CALGARY. Faculty of Medicine. Applications are invited for a position as an Assistant Professor. Applicants must have an MD or PhD with specialized training in the anatomical disciplines. Duties will include undergraduate and graduate training in the anatomical disciplines. Salary range (\$20,588 - \$26,931). Applications accompanied

with an up-to-date curriculum vitae may be sent to Dr. Martin Hollenberg, Professor and Head; Division of Morphological Science, Faculty of Medicine, The University of Calgary, Calgary, Alberta T2N 1N4. Effective date of appointment: when position filled.

THE UNIVERSITY OF CALGARY. Faculty of Medicine. Applications are invited for the position of Professor and Head, Division of Family Practice. Duties will include undergraduate teaching and the co-ordination of the training of residents in Family Practice. Salary according to qualifications and experience. Applications accompanied with an up-to-date curriculum vitae may be sent to Dr. L.E. McLeod, Dean, Faculty of Medicine, The University of Calgary, Calgary, Alberta T2N 1N4. Effective date of appointment: 1 January 1978.

UNIVERSITY OF MANITOBA. Faculty of Medicine. The Faculty of Medicine is seeking applicants in the fields of Electrophysiology, Membrane Proteins and Phospholipids, Membrane receptors and enzymes, Cardiovascular pharmacology, and Heart development and cell culture for faculty positions. The applicants should have a Ph.D. or M.D. with at least two years of research experience. The salary and rank will depend upon qualifications. Curriculum Vitae and names of three referees may be sent to: Task Force for the Development of Heart Research Program, Department of Physiology, Faculty of Medicine, University of Manitoba, Winnipeg, Canada R3E 0W3.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND. Faculty of Medicine (Immunology). Applications are invited for a faculty position in Immunology. The successful candidate will be expected to conduct research within the field of Immunology or Immunogenetics and to teach undergraduate and graduate students. The main interests of the Immunology group at Memorial are (1) HLA in a broad sense (HLA and other chromosome-six markers, HLA and disease), (2) Immunodeficiency and (3) Immunology and family studies. Other current active research programs at Memorial include such areas as Gene regulation, Endocrine systems, Growth and Differentiation, Microbiology, and Neurosciences. Salary negotiable. Application, with the names of three referees, should be sent as soon as possible to: Dr. Bodil Larsen, Faculty of Medicine, Memorial University of Newfoundland, St. John's, Nfld. A1B 3V6, Canada.

UNIVERSITY OF TORONTO. Faculty of Medicine. Ontario Cancer Institute incorporating the Princess Margaret Hospital. Applications are being considered for the appointment of a Staff Pathologist to the conjoint Department of Pathology at the Princess Margaret Hospital and The Wellesley Hospital, teaching hospitals in the University of Toronto. Certification in Anatomical Pathology by the Royal College of Physicians and Surgeons of Canada and the L.M.C.C. are the required qualifications. Preference will be given to applicants with experience and specialty training in tumour pathology. The appointment carries with it a faculty rank in the Department of Pathology, University of Toronto commensurate with the background and experience of the appointee and involves the usual academic responsibilities. Applications and enquiries should be forwarded to T.C. Brown, M.D., Pathologist-In-Chief, Princess Margaret Hospital, 500 Sherbourne Street, Toronto, Ontario, Canada, N4X 1K9.

UNIVERSITY OF TORONTO. Faculty of Medicine. St. Michael's Hospital. Applications are invited for the position of assistant pathologist in this University of Toronto teaching hospital. In addition to Royal College qualification in anatomical pathology, special training or interest in nephropathology including ultrastructure and immunopathology preferred. Areas of responsibility, on a shared basis, would include surgical and autopsy pathology and preferably cytology. In addition, involvement in undergraduate and postgraduate training as well as an interest in con-

tributing to medical knowledge would be important aspects of this position. Curriculum Vitae and two references should be forwarded to: Dr. Roderick C. Ross, Pathologist-in-Chief, St. Michael's Hospital, 30 Bond Street, Toronto, Ontario M5B 1W8.

MODERN LANGUAGES

SIMON FRASER UNIVERSITY. Department of Modern Languages. Remplacement pour un congé sabbatique du 1er janvier au 30 août 1978. Spécialiste en Littérature québécoise. Qualifications requises: doctorat, publications, expérience. Enseignement: printemps 78 — Québec literature in translation (en anglais) and Introduction to Quebec Culture (en anglais) été 78 — Poésie québécoise (en français), Introduction à la littérature française: histoire littéraire, explication de textes (en français). S'adresser à M. Ch. P. Bouton, Chairman, Département de Langues modernes, Burnaby, B.C. V5A 1S6 et donner les noms de trois répondants. Candidatures acceptées jusqu'au 4 novembre 1977.

MUSIC

CONCORDIA UNIVERSITY. Faculty of Fine Arts. Division of Performing Arts. Music. Title: Instrument/Acquisition Coordinator. Qualifications: Advanced music degrees desirable; experienced administrative capability. Responsibilities: Purchasing and inventory on all material & equipment in affiliation with the section. Provide recording facilities, equipment and room bookings for classroom use, rehearsals and performances. Instruction on usage and security of equipment to student attendants. Security, supervision and scheduling of all incoming and outgoing equipment. Supplementing teaching assistants in Ensembles. Salary: Approx. \$10,000. Contact: Sherman Friedland, Acting Head, Music, Concordia University, 7141 Sherbrooke St. West, Montreal, P.Q. H4B 1R6. Commencing: Immediately.

PHYSICAL MEDICINE & REHABILITATION

THE UNIVERSITY OF WESTERN ONTARIO. Physical Medicine & Rehabilitation. Title of position: Assistant Professor. Qualifications required: Certified specialist in Physical Medicine & Rehabilitation. Nature of duties: Undergraduate and postgraduate education and research. Salary to be negotiated, along with geographic full-time appointment at University Hospital. Inquiries should be sent to Dr. M.G.P. Cameron, Chairman, Department of Physical Medicine & Rehabilitation, University Hospital, P.O. Box 5339, Terminal A, London, Ontario N6G 2K3. Effective date of appointment: On or after July 1st, 1977. Closing date for receipt of applications: October 31st, 1977.

PHYSICS

UNIVERSITY OF GUELPH. Physics Department. A vacancy exists for a Research Associate in the field of Theoretical Physics of Molecular Liquids. Salary is negotiable. Applications to Chairman, Department of Physics, University of Guelph, Guelph, Ontario N1G 2W1. The post is available for a period of 1 year from January 1, 1978.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND. Department of Physics. Applications are invited for a faculty appointment in Physical Oceanography which is to be made in the Physics Department. Minimum of several years of research experience beyond a Ph.D. degree, in any area of physical oceanography, is required. Preference will be given to applicants whose primary interests are in experimental or field investigations with strong theoretical background. Proven skill in co-ordination with initiation of research programmes will be an asset. The appointment will include teaching duties at the graduate and undergraduate level. The Department offers

programmes leading to the M.Sc. and Ph.D. degrees. The position offers a challenging academic career with stimulating research opportunities dealing with Cold Ocean, particularly the North Atlantic and the Canadian Arctic. The University has already established active research groups in Ocean Engineering, Marine Biology, Geology, and Geophysics with whom the appointee is expected to interact extensively. Rank and salary are negotiable and commensurate with the qualifications of the appointee. Applications, including curriculum vitae and the names of three referees, should be addressed to: Dr. C.W. Cho, Head, Department of Physics, Memorial University of Newfoundland, St. John's, Newfoundland, Canada A1C 5S7, Telephone: (709) 753-1200. Effective date of appointment: as soon as possible.

PHYSIOLOGY

McGILL UNIVERSITY. Department of Physiology. Applications are invited from candidates with research interest in Respiration Physiology for an appointment at the rank of Assistant Professor. Applicants with an M.D. degree are preferred, but suitable candidates with research experience will be considered. Duties include teaching at the undergraduate and postgraduate levels and to Medical students. Potential for developing and carrying on an independent research programme is also a requirement. Send applications with curriculum vitae and names of three referees to J. Milic-Emili, M.D., Professor and Chairman, Department of Physiology, 3655 Drummond Street, Montreal, Quebec, H3G 1Y6, Canada.

POLITICAL SCIENCE SCIENCE POLITIQUE

UNIVERSITY OF OTTAWA. Department of Political Science. Applications, including résumés and the names of referees, are invited for a position in the field of Political Thought. Candidates should have a completed Ph.D. degree as well as the ability to teach in French. Experience in both teaching and research preferred. Salary and rank are open commensurate with qualifications. Applications should be transmitted to: Professor William Badour, Chairman, Department of Political Science, University of Ottawa, Ottawa, Ont. K1N 6N5. Effective date of employment: July 1st, 1978.

UNIVERSITÉ D'OTTAWA. Département de Science politique. Le département de science politique à présentement un poste régulier disponible dans le domaine de la Théorie politique et Analyse des Idéologies. Les candidats avec le diplôme du Doctorat auront la préférence. Une expérience pertinente dans les domaines de l'enseignement et de la recherche serait avantageuse. Le rang et le salaire sont ouverts. Les candidatures, avec curriculum vitae et les noms de deux répondants, devraient être soumises à: Professeur William Badour, Directeur, Département de Science politique, Université d'Ottawa, 550 Cumberland, Ottawa, Ontario. K1N 6N5. Le poste sera rempli le 1er juillet 1978.

PSYCHIATRY

UNIVERSITY OF ALBERTA. Department of Psychiatry. Applications are invited for an appointment in Psychiatry at the University of Alberta. The successful candidate will have a proven academic background and will be expected to contribute to the research and teaching of the department as well as run a small inpatient unit. The appointment will be full-time geographic at assistant or associate professor level commensurate with qualifications and experience. Further details may be obtained from: Dr. W.G. Dewhurst, Professor and Chairman, Search and Selection Committee in Psychiatry, The Faculty of Medicine, The University of Alberta, Edmonton, Alberta T6G 2G3. Telephone: (403) 432-6503.

PSYCHOLOGY

UNIVERSITY OF LETHBRIDGE. Department of Psychology. An assistant or associate professor with a teaching commitment and an established research

record in the general area of cognitive processes; with specialization in language, development, or perception. Duties will require teaching undergraduate courses in psychology and maintaining an active research program. Salary will be commensurate with rank and experience (1977-78 salary schedule: Assistant Professor \$18,197 to \$23,295; and Associate Professor \$23,300 to \$30,218). Applications should be sent to Dr. R.H. Barnsley, Chairman, Department of Psychology, University of Lethbridge. The appointment will be effective July 1, 1978 and the closing date for applications will be when the position is filled.

SOCIAL WORK

McGILL UNIVERSITY. School of Social Work. Rank: Assistant, Associate Professor. Qualifications: Doctorate with clinical and research interests. Responsibilities: Research supervision, teaching specialized BSW/MSW courses. Salary: Dependent upon qualifications. Interested persons should contact: Myer Katz, Director, School of Social Work, McGill University, 3506 University Street, Montreal, Quebec. Starting Date: January 1978 or September 1978.

SOCIOLOGY

UNIVERSITY OF BRITISH COLUMBIA. Department of Anthropology and Sociology. Vacancies leading to permanent posts. Applicants should have expertise or main interest in at least one of the following: Canadian studies including ethnic or urban communities, classical and/or formal sociology, women's studies, quantitative methodology, ethnomethodology. The Department reserves the right to make appointments outside the strict terms of this advertisement. Full curriculum vitae and informative covering letter to the Head, Department of Anthropology and Sociology, University of British Columbia, Vancouver, B.C. V6T 2W5 before 31 December 1977.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND. Department of Sociology. 1. Applications are invited for the position of Assistant or Associate Professor. 2. Ph.D. required except for candidates with strong publication record. Whatever the successful candidate's specialization(s) he/she is expected to have a solid theoretical background. The department's foci include Social Theory, Social and Economic Development, Political Economy and Stratification, Social Psychology and Historical Sociology. Candidates with these and any other substantive interests are urged to reply. 3. To teach undergraduate courses and supervise graduate students. 4. Salary depending on qualifications and experience. 5. Applications (with curriculum vitae and list of referees) and enquiries should be addressed to Professor Lawrence Felt, Department of Sociology, Memorial University of Newfoundland, St. John's, Newfoundland, Canada, A1C 5S7. 6. Effective date of appointment: September 1, 1978 or May 1, 1978. 7. Closing date for receipt of applications: November 15, 1977.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND. Department of Sociology. 1. Applications are invited for the position of Visiting Assistant or Associate Professor. 2. Ph.D. required except for candidates with strong publication record. Whatever the successful candidate's specialization(s) he/she is expected to have a solid theoretical background. The department's foci include Social Theory, Social and Economic Development, Political Economy and Stratification, Social Psychology and Historical Sociology. Preference is given to candidates with interests in any of these areas in addition to other teaching and research interests. 3. To teach undergraduate courses and supervise graduate students. 4. Salary depending on qualifications and experience. 5. Applications (with curriculum vitae and list of referees) and enquiries should be addressed to Professor Lawrence Felt, Department of Sociology, Memorial University of Newfoundland, A1C 5S7. 6. Effective date of appointment: September 1, 1978. 7. Closing date for receipt of applications: November 15, 1977.



WILFRID LAURIER UNIVERSITY

WATERLOO, ONTARIO

PRESIDENT

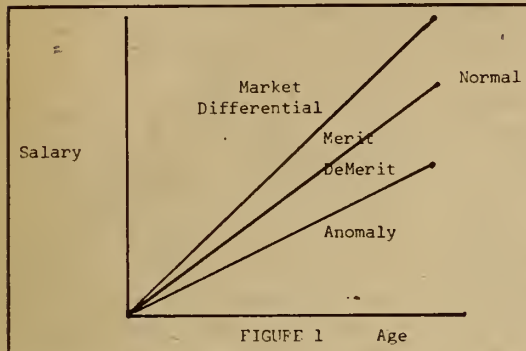
The Presidential Search and Selection Committee of Wilfrid Laurier University invites nominations and applications for the position of President and Vice-Chancellor. The appointment will commence on August 1, 1978 or at a mutually-agreeable time.

Wilfrid Laurier University is a provincially-supported institution with an enrollment of approximately 3300 full-time students and approximately 6100 part-time students in its Faculty of Arts and Science, School of Business and Economics, Faculty of Music, Faculty of Social Work and Faculty of Graduate Studies.

Nominations, applications, and inquiries should be submitted on or before November 30, 1977. All communications will be received in confidence. Address all correspondence to

The Chairman,
Presidential Search and Selection Committee,
Wilfrid Laurier University,
Waterloo, Ontario. N2L 3C5

committee could be empowered to adjust the differentials, up or down, for those individuals who have varying marketable specializations. For those whose specialization is no longer in great demand, the association might consider finding a formula for a phased reduction of the differential. Such a formula might be as follows: Divide the differential (that is, the difference between the individual's salary and the salary norm for the person) by the size of the current increment. The committee then can consider that a certain number of these increments were ac-



tually "awarded" for merit increases and the rest were actually the previous market differential. The individual, then, only loses the "differential". Decisions of this sort, however, are probably part of the salary rationalization process and the committee dealing with that may be more qualified for the task of deciding how much is merit and how much differential.

A third way of handling the problem of the loss of marketability is by "red circling" these individuals. "Red circling" means that the individual receives only the annual increase but no career progress increment (or only a partial increment) until the salary rate for other individuals with similar qualifications catches up to him.

Another question that may be of concern is that of promotion. What do differentials do to the progress-through-the-ranks scales? In the system described, the differential is a quite separate salary component, that is, it is added on to the salary rate for individuals in other departments with similar qualifications, etc. The rank (and for that matter the size of the career progress increment) of the individual is determined only by the salary norm, not by the salary norm plus the differential.

Clearly the system of market differentials discussed here is dependent upon establishing a scale of salary rates. The differentials then become a

differential from an established norm. The differential part of the salary then is an easily identifiable component and as such can be ignored for the purpose of promotion and progress-through-the-ranks increments.

Requiring case by case decisions will involve a considerable amount of work at the beginning in order to clear up previous differentials; but as their "backlog" is removed, the committee should not find the workload very strenuous. A case by case approach with a reviewing after a number of years should also appear to all faculty members as a reasonable compromise solution to the problem of market differentials. Giving the committee binding powers, moreover, should go a long way to preventing any under-the-table deals by the administration.

Notes:

1. This can also be read as an extension of and a commentary on Joseph Rose's remarks in the January, 1977, CAUT Bulletin, 10, 12.
2. Rose, CAUT Bulletin, January, 1977, p. 10.

Stan Jones teaches Linguistics at Carleton University where he is also salary chairman of the Carleton University Academic Staff Association.

THE UNIVERSITY OF WESTERN ONTARIO. Department of Sociology. Several positions; some in tenure stream. Major areas considered Ph.D. or near Ph.D. necessary. Salary open. Send vitae and names of three references to: Chair, Recruitment Committee, Department of Sociology, University of Western Ontario, London, Ontario N6A 5C2. Effective date of appointment: July 1, 1978.

THE UNIVERSITY OF WESTERN ONTARIO. Department of Sociology. Associate of full professor specializing in social demography. Send vitae and names of three references to: Chair, Recruitment Committee, Department of Sociology, University of Western Ontario, London, Ontario N6A 5C2. Effective date of appointment: July 1, 1978.

UNIVERSITY OF WATERLOO. Department of Sociology. Applications are being accepted for full-time, regular appointment in methods/statistics. Qualifications include Ph.D., teaching experience and publications desirable. Teaching and supervising responsibilities will include both undergraduate and M.A. and Ph.D. students. Rank open though preference will be given to junior level faculty. Those interested should send applications to Audrey Wipper, Chair, Recruitment Committee, Department of Sociology, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1.

SPECIAL EDUCATION

THE UNIVERSITY OF NEWCASTLE. Special Education. Applications are invited for the position of Lecturer or Senior Lecturer in Special Education. Possession of a higher degree, experience in research, and expertise in basic educational psychology would be of considerable advantage for applicants. The successful applicant will be expected to supervise post-graduate research candidates in Special Education, participate in research, and engage in teaching. The Faculty of Education prepares candidates for masters' and doctoral degrees. It also conducts courses for a post-graduate Bachelor of Educational Studies and for a Diploma in Education course. The Department already includes a lecturer specialising in remedial and other clinical facets of Special Education. The salary range is Lecturer \$14,345 — \$18,884 per annum and Senior Lecturer \$19,290 — \$22,505 per annum. Commencing salary will depend on qualifications and experience of the successful applicant. Further information regarding academic matters and teaching duties may be obtained from Associate Professor A.R. Barcan, Head of the Department of Education. Conditions of employment, including method of application and other particulars may be obtained from the Personnel Department, The University of Newcastle, New South Wales 2308, and applications should be addressed to the Vice-Principal, the University of Newcastle. Applications close 18th November, 1977.

VETERINARY MICROBIOLOGY AND IMMUNOLOGY

UNIVERSITY OF GUELPH. Ontario Veterinary College. Department of Veterinary Microbiology and Immunology. Faculty position. Requirements: D.V.M. with Ph.D. in Medical Bacteriology. Teaching experience in veterinary bacteriology and mycology at undergraduate and graduate level. Research in infectious diseases of animals. Duties: Teaching of undergraduate and graduate courses in veterinary and medical bacteriology and mycology. Supervise M.Sc. and Ph.D. students. Conduct research in mycoplasma infections of animals and general microbial diseases of birds. Some responsibility in diagnostic bacteriology. Salary: Negotiable. Application: Send particulars in writing to: Dr. D.A. Barnum, Chairman, Department of Veterinary Microbiology and Immunology, Ontario Veterinary College, University of Guelph, Guelph, Ontario N1G 2W1. Effective Date of Employment: January 1st, 1978.

ZOOLOGY

UNIVERSITY OF GUELPH. Department of Zoology. The Department of Zoology offers a faculty position for a Vertebrate Zoologist. Candidates should have a strong research background and will be expected to further his / her researches at Guelph. The successful applicant will be expected to teach a course at the introductory level in biology and also one at the advanced level in fundamentals of ornithology. Academic rank and salary commensurate with qualifications and experience. Applications should include a curriculum vitae and names of two referees, and be sent to: The Chairman, Department of Zoology, College of Biological Science, University of Guelph, Guelph, Ontario N1G 2W1, Canada. Position to be filled as soon as a suitable candidate is available after April 1st, 1978.

FACULTY EXCHANGE CENTER. Founded and administered by faculty members, helps to arrange exchanges of college and university faculty within North America and overseas where the language of instruction is English. For information write to Faculty Exchange Center, Franklin and Marshall College, P.O. Box 1091, Lancaster, Pennsylvania - 17604, U.S.A.

LATE ADS

ELECTRICAL ENGINEERING
CONCORDIA UNIVERSITY. Department of Electrical Engineering. An assistant Professor is required immediately in the department of Electrical Engineering at Concordia University. Applicants should hold a doctorate in an appropriate area and be familiar with modern technology. Industrial experience will be an asset. The position will involve undergraduate teaching and supervision of graduate work and research in the area of power

electronics, motor drives and industrial control. The salary level is commensurate with qualifications. Application with curriculum vitae should be addressed to: M.N.S. Swamy, Dean of Engineering, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal H3G 1M8.

BIBLICAL LITERATURE

ST. THOMAS MORE COLLEGE. Department of Biblical Literature. 1. Title of position: Assistant Professor. 2. Qualifications required: Ph.D., S.S.L., or S.T.D., with knowledge of Greek, Hebrew, and biblical criticism. 3. Nature of duties: Teaching of undergraduate courses in Old and New Testament; involvement in School of Religious Studies and in work for Catholic School Board. 4. Salary commensurate with qualifications and experience.

5. Send up-to-date curriculum vitae and names of references to Rev. L.A. Kennedy, Principal, St. Thomas More College, University of Saskatchewan, 1437 College Drive, Saskatoon, Saskatchewan, S7N 0W6. 6. Effective date of appointment: July 1, 1978.

ACCOMMODATION AVAILABLE

England, Devon - Coastal village of Branscombe, ideally suitable for staff on sabbatical, elegant comfortable old house, four bedrooms, two bathrooms, furnished antiques. Small walled garden. Exeter 16 miles, sea 10 min. walk. Available for long periods. \$395 p. month. Write C. Greenberg, 84A High Street, Honiton, Devon, England.

University of Winnipeg

Dean of Arts and Science

An appointment is to be made to the above post, effective the summer of 1978. The initial appointment will be for five years. Applications should include a curriculum vitae plus the names of four referees.

Applications should be sent to the undersigned by November 15, 1977.

H.E. Duckworth, Chairman
Search Committee for Dean of Arts and Science
University of Winnipeg
Winnipeg, Manitoba R3B 2E9

ECONOMIC BENEFITS

Market Differentials and Salary Policy

This is a third article in a series of regular articles and information notes on such items as salaries, employment benefits and taxation.

The first two articles (CAUT Bulletin, April 1977 and CAUT Bulletin, September 1977) dealt with salary scale increases, career progress, merit increments and salary anomalies. This article examines merit differentials and salary policy.

by Stan Jones

Local associations which are attempting to establish a rational and comprehensive salary policy at their universities will no doubt have discovered that they must deal in some way with market differentials. Some may wish to exclude them; others will recognize that they are a necessary part of academic compensation. What follows are some ideas that I feel will be useful to such associations. An essential part of the market differential program discussed here is a salary policy of the sort argued for by Derek Sida in the April, 1977, CAUT Bulletin, pp. 11-12.¹

A market differential is a salary payment which is made, as Rose describes them, on the basis of "current and historic market forces in the form of non-university employment opportunities or the demand for various disciplines within the university."²

Differentials of this type might be considered legitimate market differentials. As well, it must be recognized that universities pay what they may call "market differentials" for a variety of other reasons. The type of policy advocated here is intended to ensure that differentials are not awarded for these other reasons, but only in those cases where a true market demand can be demonstrated.

Market differential payments are surely a most divisive issue for any association and the best course might appear one of avoidance. The issue, however, exists; money that might more appropriately be spent for scale increases or career progress payments may be being spent on these differentials (in fact, almost surely is being spent in this way). Until a formal policy on differentials is established an association has no way of knowing how much or in what way a not insignificant part of the salary budget of the university is being spent. As well, the lack of a formal policy on market differentials allows, even encourages, individual bargaining with the employer without the participation of the association, and thus undermines the attempt by the association to be recognized as the bargaining agent for academic employees.

In addition, a case for differentials can be made. If a university decides to offer a program, it agrees to accept the cost of that program. Some programs are more costly than others; some are equipment-intensive, as are the sciences; others may place greater demands on library facilities; some may require faculty who are expensive, because they can command high salaries outside the university. While the university clearly offers some non-monetary benefits not available elsewhere these may not be sufficient to make up the difference between university and non-university earnings. The choice, it seems to me, is not so much whether the university has market differentials or not, but whether the university wants to offer particular programs or not. I know of at least one university that decided to delay a new program, simply because the cost of acquiring faculty was too high.

It is essential that a salary scale or salary grid which establishes the appropriate salary for a 'normal' employee be established prior to formalizing a differentials policy. The 'normal' employee is to be understood as one who started at the floor and made normal progress (received the regular career progress increments) each year; he/she will not have received merit or demerit. This scale can be displayed as a graph with age or years since first or highest degree as the abscissa and salary as the ordinate, as in Figure 1. When the salary by age for actual employees is graphed some cases will fall on (or near) the normal line, others above or below it. Some of those who fall below will do so because their performance has been less than satisfactory and will not have received full career progress increments; others will be below because their salaries are anomalous. Those above the normal line will have received

accelerated career progress (merit) or markets differentials, or both. Without the concept of a 'normal' salary, it is impossible to determine what part of any individual's salary represents such a differential.

Only the most foolhardy association would want to take a direct role in the process of determining who gets a differential, but it would be equally unwise to abdicate completely. There appear to be three potential middle-ground solutions; the choice among them depends on local conditions. All three assume the establishment of a committee which will adjudicate the awarding of market differentials. The first alternative is that the association may want to make some (perhaps half) the appointments to the committee; this is the least desirable of the choices since the association is then closely involved; but, however, this may be the only suitable solution in some circumstances. Secondly the choice of some members of the committee could be left to a non-association controlled faculty body, such as a senate. It is possible that this may put the process too far out of the hands of the association. Finally, and perhaps more desirable, the selection of the committee could be left to the administration after some form of consultation with the association; consultation, for example, might consist of an association-prepared list of candidates. If the association has been able to establish a definitive set of criteria and has some control over the total amount to be spent and receives reports on the decisions of the committee, then this is probably the most desirable solution.

In general, market differentials are paid in order to staff positions which require certain skills and knowledge that are relatively scarce; they can also be paid, however, to particular individuals, say a professor of Latin because of that person's unique qualities as a scholar. Although a particular professor may quite justifiably command a salary higher than normal, this claim can in most cases be dealt with by merit awards. There, however, may be cases where the demand for a particular individual may make it necessary to consider a (market) differential beyond what the merit system can legitimately provide. Clearly, then, not all Latin professors (or even those in the same department) can claim the right to a market differential.

Some proponents of market differentials argue that they should be awarded on a faculty or departmental basis. The problem here, is that just because employees are members of a single Department, they do not all possess the same marketable skills. Depending on the academic structure of a particular university, moreover, individuals with similar marketable skills may find themselves in different departments. So a department-based market differential scheme will tend to award such differentials to some who cannot actually command them, and will fail to award all those who have the marketable skill. It, of course, may occur in various time periods that each individual in a department or faculty will find himself or herself in a marketable position.

It follows that a class (which may, of course be a class of one) of employees defines the differential group, although this class does not necessarily have to have any structural division vis-à-vis the university. The committee will, probably as a consequence of its decision, establish the classes. Initially, the most preferable means might be to allow anyone to apply for a market differential on his own behalf as well as allowing groups to apply. If the committee should award a market differential to an individual it would publicize the criteria and permit other individuals to seek inclusion in the newly defined class.

The applicant (or faculty or department on the applicant's behalf) would submit a brief whose purpose would be to establish the need for a market differential. As with any market situation, there is a demand and a supply. A buyer and a seller are trying to find the equilibrium point between demand and supply. Because it is a market situation with a specific or real demand and a specific or real supply, the need for a differential can be demonstrated. The fact that a department either cannot retain or hire personnel for a specific position or positions is an in-

dication that the salary norm for the type or person with X amount or type of experience is not high enough. Departments cannot only demonstrate their hiring difficulties but also indicate the going rates at other universities (e.g. matched pair studies) for such specializations as well as non-academic salaries.

Moreover, by the time the issue has got to the committee, the university will have determined whether the University actually want (or can afford) to provide for such specializations. The purpose of the committee is then to set differentials on a position-by-position basis. They must also weigh the value of working in a university milieu compared to other milieus.

If, as part of the salary rationalization scheme a step system is put into place, the size of the market differential should be defined as a certain number of steps over the normal.

The actual number of steps will, of course, have to be decided in each case. It is assumed that it will not be necessary, or even desirable, to bring the employee completely up to some external rate. The additional perks available in the university, of course, offset somewhat the additional dollars normally available for outside employment.

It is sometimes suggested that market differentials should be in the form of time off, allowing the individual to earn additional income through outside work. This seems undesirable for a variety of reasons. Of first importance is the necessity for full-time staff. The university should not attempt to offer programs where much of the staff teaching in that program is not full-time. In some departments, most, if not all, staff will command some market differential. As well, the expectation that some employee seek outside work encourages all employees to seek outside work. Further, the university would presumably require some sort of monitoring apparatus. The attention of the employee is diverted away from his main job, to his outside work.

The foregoing discussion implies that a sum of money should be made available for market differentials. The university is almost certain to view this amount as part of the salary budget. Associations should be prepared then to negotiate the amount to be spent on them. Even though a case might be made for considering differentials to be an expense like equipment, or books, the university is unlikely to be convinced. The association should receive complete reports on the decisions of the committee and an accounting of the distribution of the fund. Money in the fund not spent on differentials should probably be returned to a fund for professional development for the academic staff.

Markets change; employees who could command a differential at one time, may not be able to do so at a later time. It thus seems desirable to place some kind of time limit on market differential payments. Since markets are notoriously unpredictable it is impossible to set this limit at the time of the initial award of the differential. It is feasible, however, to require periodic review of the award after a fixed number of years. The review period, with an exception discussed below, should be the same for all awards and should be short enough to keep the awards in some long enough to make the award meaningful and to allow the recipient to make real use of it. The period probably should be between three and five years, with perhaps a longer period for the initial award than for subsequent renewals.

The question of what to do with those who already are receiving differentials is more complex as these individuals would have received them before the new set of rules is introduced. One way of handling it is simply to allow all those presently receiving differentials to keep them either permanently or at least until the end of the first "granting period". In the latter case, they can then be reviewed just as for anyone else whose differential is awarded in the committee's first year of operation.

Another possibility is to review all individuals presently receiving differentials at the outset. The

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